

**Major Provisions and Negotiated Working Conditions
In Manitoba Collective Agreements
In Effect January 1, 1983**

MAJOR PROVISIONS AND NEGOTIATED WORKING CONDITIONS
IN MANITOBA COLLECTIVE AGREEMENTS
IN EFFECT JANUARY 1, 1983

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FOREWARD

The Research and Planning Branch of the Department of Labour has been involved in collective agreement analysis for a number of years. Because of the growing realization that responsible collective bargaining must be based upon solid economic realities and facts, collective agreement analysis has become an important activity. This report represents the fifth analysis of collective agreements published by the Research and Planning Branch. The first edition was dated December 1979.

This publication is being made available to the parties to collective bargaining, and others who are interested, to provide timely and accurate information on a wide variety of provisions found in collective agreements.

Critical to the success of this collective agreement analysis is acceptance by its users. It is essential that users see this report not only as timely, consistent and complete but unbiased and authoritative. For these reasons, we are seeking the assistance of users in continually revising and updating the report to provide the best and most complete information possible. User comments are vital!

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INTRODUCTION

Collective agreements are a valuable source of information. This publication reports upon the findings of 163 provisions found in collective agreements coming under provincial jurisdiction.

This report contains the results of an analysis of 640 collective agreements in effect January 1, 1983. Approximately 81,435 employees in eight major industry sectors are affected by these collective agreements.

All agreements are classified according to the economic activity of the employer, by means of the Standard Industrial Classification Manual (Statistics Canada 1970). A listing of the number of agreements covered by the analysis follows:

<u>Industry</u>	<u>Number of Collective Agreements</u>	<u>Number of Employees</u>
Forestry*	3	842
Mining	4	2,296
Manufacturing	191	16,002
Transportation, Communication and Other Utilities	24	8,732
Trade	54	5,681
Finance, Insurance and Real Estate	8	1,099
Service	315	25,584
Public Administration	41	21,199
All Industries	640	81,435

Included among the 315 Service industry collective agreements are those covering school support staff, hospital and health care institution staff and university personnel. The Public Administration agreements cover municipal and provincial government employees. Collective agreements covering transit, hydro and telephone system employees are included in Transportation, Communication and Other Utilities division.

For each of the 163 provisions that have been analyzed, information has been broken down by industry*. The sum of the eight major industry groups is shown as the All Industries total. Within each provision and each industry, information is further broken down by the various possibilities that exist. Data are shown on the number of agreements having each of the options and the corresponding percentage of the total that this represents, and the number of employees who are affected by each of the options and the corresponding percentages.

This analysis represents contracts negotiated between employers and 25 employees' associations and the locals of 45 unions in Manitoba.

Users of the report will notice that the coverage and format used in last year's edition has been continued with only minor changes having been made.

*Since only three agreements were analyzed for the Forestry industry, these have not been included in the industrial breakdowns, but are included in the All Industries total.

LIMITATIONS

1. The 640 collective agreements that were analyzed represent only a sampling of the total number of agreements in force in Manitoba. However, the sample represents a good cross section of the approximately 1,100 agreements falling under provincial jurisdiction.
2. The information in the report reflects only those provisions actually mentioned in collective agreements.
3. While every effort has been made to reduce the possibility of error, the actual coding of collective agreements is performed by people and requires subjective interpretation.
4. Collective agreements in the construction industry are not included.
5. Collective agreements between teachers and school boards are not included. However, collective agreements involving school support staff (clerical, maintenance, bus drivers) are included.
6. Since only three collective agreements were analyzed for the Forestry industry, these have not been included in the industrial breakdowns but are included in the All Industries total.
7. The report does not examine occupational wage and salary levels.

NOTES TO INTRODUCTORY TABLES

DURATION OF AGREEMENT

An examination of collective agreements in effect on January 1, 1983 shows a continuation of the heavy incidence of contracts of 24 months or greater duration.

NUMBER OF AGREEMENTS BY SIZE

An examination of 1982 and 1983 data on the size of bargaining units indicates a substantial incidence (approximately 80%) of units of 100 or fewer employees.

NUMBER OF AGREEMENTS AND EMPLOYEES BY INDUSTRY SUB-GROUPS

The industrial coverage of the 1982 and 1983 collective agreement analysis remained much the same with the following exceptions. In 1983, coverage in the Mining industry declined from 5 agreements to 4 agreements, while the number of employees covered increased from 1,141 employees to 2,296 employees. Coverage in the Manufacturing industry declined from 238 agreements with 19,335 employees to 191 agreements and 16,002 employees. In the Service industry the reverse was true with the number of agreements analyzed expanding to 315 from 308 and the employee covering increased from 22,748 to 25,584.

DURATION OF AGREEMENT

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FORESTRY	24 months	3	100.0	842	100.0
	TOTAL	3	100.0	842	100.0
MINING	25 to 35 months	2	50.0	1,732	75.4
	36 months	2	50.0	564	24.6
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	12 months	22	11.5	1,462	9.1
	13 to 17 months	1	0.5	10	0.1
	18 months	4	2.1	129	0.8
	20 to 23 months	5	2.6	198	1.2
	24 months	110	57.6	9,361	58.5
	25 to 35 months	4	2.1	634	4.0
	36 months	44	23.0	4,203	26.3
	37 to 66 months	1	0.5	5	0.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	12 months	6	25.0	3,309	37.9
	24 months	17	70.8	5,183	59.4
	25 to 35 months	1	4.2	240	2.7
	TOTAL	24	100.0	8,732	100.0
TRADE	12 months	10	18.5	209	3.7
	13 to 17 months	4	7.4	150	2.6
	18 months	1	1.9	18	0.3
	20 to 23 months	5	9.2	313	5.5
	24 months	32	59.2	4,841	85.2
	25 to 35 months	1	1.9	30	0.5
	36 months	1	1.9	120	2.1
	TOTAL	54	100.0	5,621	100.0
FINANCE, INSURANCE AND REAL ESTATE	12 months	1	12.5	10	0.9
	24 months	7	87.5	1,089	99.1
	TOTAL	8	100.0	1,099	100.0

DURATION OF AGREEMENT (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	12 months	32	10.2	2,796	10.9
	13 to 17 months	3	1.0	211	0.8
	18 months	7	2.2	637	2.5
	20 to 23 months	5	1.6	445	1.7
	24 months	244	77.5	21,230	83.0
	25 to 35 months	5	1.6	445	1.7
	36 months	19	6.0	121	0.5
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	12 months	8	19.5	262	1.2
	13 to 17 months	1	2.4	2	0.0
	20 to 23 months	1	2.4	5	0.0
	24 months	19	46.3	6,650	31.4
	25 to 35 months	9	22.0	14,135	66.7
	36 months	3	7.3	145	0.7
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	12 months	79	12.3	8,048	9.9
	13 to 17 months	9	1.4	373	0.5
	18 months	12	1.9	784	1.0
	20 to 23 months	16	2.5	660	0.8
	24 months	432	67.5	49,196	60.4
	25 to 35 months	22	3.4	17,216	21.1
	36 months	69	10.8	5,153	6.3
	37 to 66 months	1	0.2	5	0.0
	TOTAL	640	100.0	81,435	100.0

NUMBER OF AGREEMENTS BY SIZE

INDUSTRY		AGREEMENTS	
		NO.	%
FORESTRY	51 to 100 employees	1	33.3
	201 to 500 employees	2	66.7
	TOTAL	3	100.0
MINING	1 to 10 employees	1	25.0
	51 to 100 employees	1	25.0
	501 to 999 employees	1	25.0
	1,000 or more employees	1	25.0
	TOTAL	4	100.0
MANUFACTURING	1 to 10 employees	26	13.6
	11 to 25 employees	38	19.9
	26 to 50 employees	32	16.8
	51 to 100 employees	47	24.6
	101 to 200 employees	36	18.8
	201 to 500 employees	9	4.7
	501 to 999 employees	3	1.6
	TOTAL	191	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	1 to 10 employees	8	33.3
	11 to 25 employees	3	12.5
	26 to 50 employees	4	16.7
	51 to 100 employees	1	4.2
	201 to 500 employees	2	8.3
	501 to 999 employees	2	8.3
	1,000 or more employees	4	16.7
	TOTAL	24	100.0
TRADE	1 to 10 employees	11	20.4
	11 to 25 employees	12	22.2
	26 to 50 employees	12	22.2
	51 to 100 employees	7	13.0
	101 to 200 employees	7	13.0
	201 to 500 employees	4	7.4
	1,000 or more employees	1	1.9
	TOTAL	54	100.0

NUMBER OF AGREEMENTS BY SIZE (CONT'D)

INDUSTRY		AGREEMENTS	
		NO.	%
FINANCE, INSURANCE AND REAL ESTATE	1 to 10 employees	2	25.0
	11 to 25 employees	1	12.5
	26 to 50 employees	1	12.5
	51 to 100 employees	3	37.5
	501 to 999 employees	1	12.5
	TOTAL	8	100.0
SERVICE	1 to 10 employees	75	23.8
	11 to 25 employees	78	24.8
	26 to 50 employees	63	20.0
	51 to 100 employees	48	15.2
	101 to 200 employees	27	8.6
	201 to 500 employees	16	5.1
	501 to 999 employees	2	0.6
	1,000 or more employees	6	1.9
	TOTAL	315	100.0
PUBLIC ADMINISTRATION	1 to 10 employees	9	22.0
	11 to 25 employees	5	12.2
	26 to 50 employees	6	14.6
	51 to 100 employees	4	9.8
	101 to 200 employees	4	9.8
	501 to 999 employees	5	12.2
	1,000 or more employees	8	19.5
	TOTAL	41	100.0
ALL INDUSTRIES	1 to 10 employees	132	20.6
	11 to 25 employees	137	21.4
	26 to 50 employees	118	18.4
	51 to 100 employees	112	17.5
	101 to 200 employees	74	11.6
	201 to 500 employees	33	5.2
	501 to 999 employees	14	2.2
	1,000 or more employees	20	3.1
	TOTAL	640	100.0

NUMBER OF AGREEMENTS AND EMPLOYEES BY INDUSTRY SUB-GROUPS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FORESTRY		3	100.0	842	100.0
	TOTAL	3	100.0	842	100.0
MINING		4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	Food and beverages	39	20.4	3,119	19.5
	Tobacco, rubber, plastics and leather	6	3.1	347	2.2
	Textiles and knitting	1	0.5	100	0.6
	Clothing	32	16.8	2,840	17.7
	Wood, paper and furniture	21	11.0	1,069	6.7
	Printing and publishing	15	7.9	696	4.3
	Primary metal	9	4.7	948	5.9
	Metal fabricating	19	10.0	1,645	10.3
	Machinery	14	7.3	2,187	13.7
	Transportation equipment	6	3.1	1,407	8.8
	Electrical products	6	3.1	739	4.6
	Non-metallic mineral products	10	5.2	377	2.4
	Petroleum, coal and chemical products	6	3.1	367	2.3
	Miscellaneous	7	3.7	161	1.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	Transportation	13	54.2	1,501	17.2
	Storage	2	8.3	27	0.3
	Communication	2	8.3	2,924	33.5
	Utilities	7	29.2	4,280	49.0
	TOTAL	24	100.0	8,732	100.0
TRADE	Wholesale	22	40.7	904	15.9
	Retail	32	59.3	4,777	84.1
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	Finance	1	12.5	42	3.8
	Insurance carriers	1	12.5	76	6.9
	Real estate and insurance agencies	6	75.0	981	89.3
	TOTAL	8	100.0	1,099	100.0

NUMBER OF AGREEMENTS AND EMPLOYEES BY INDUSTRY SUB-GROUPS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	Education and related	52	16.5	6,462	25.3
	Health and welfare	184	58.4	17,475	68.3
	Amusement	16	5.1	25	0.1
	Services to business management	5	1.6	192	0.8
	Personal services	4	1.3	137	0.5
	Accommodation and food	36	11.4	1,204	4.7
	Miscellaneous	18	5.7	89	0.3
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	Provincial	13	31.7	14,540	68.6
	Local	28	68.3	6,659	31.4
	TOTAL	41	100.0	21,199	100.0

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SECTION 1

MANAGEMENT RIGHTS AND UNION SECURITY

NOTES TO SECTION 1

Table 1.1 Management Rights Provisions

This table refers to clauses setting forth the rights reserved to the employer. These rights may be asserted in broad general terms or they may be listed specifically.

Residual rights clauses provide that rights not specifically modified, abridged, delegated or curtailed in the agreement are reserved to the employer, or they emphasize that the listing of specific rights shall not be deemed to exclude other rights not enumerated.

Table 1.2 Union Security - Membership

Under the closed shop form of union security, the employer obligates himself to hire and retain in the bargaining unit only union members.

A union shop agreement requires all bargaining unit employees to become union members within a specified period of time after they are employed as a condition of retaining their employment.

A modified form of union shop exempts from compulsory membership all employees who are not union members at the time the agreement comes into force but requires all those taken on subsequently to join the union. Maintenance of membership for those already members may or may not be mentioned.

Under maintenance of membership clauses, employees are under no obligation to join the union. However, those who do must, as a condition of employment, maintain their union membership throughout the life of the contract.

Table 1.3 Union Security - Authorization of Dues Check-off

Check-off refers to the practice whereby the employer regularly deducts union dues and in many cases, other financial obligations, from the employee's wages for the union and remits the amounts to the union.

Under The Labour Relations Act, Manitoba legislation provides for compulsory check-off. The employer is required to deduct from the wages of each employee in the unit affected by the collective agreement (whether the employee is a union member or not), the amount of the regular membership dues payable by a member of the union, and to remit these amounts to the union.

NOTES TO SECTION 1 (CONT'D)

Therefore, in Manitoba, even if it is not specifically mentioned in the collective agreement, check-off of dues is compulsory. This table indicates the number of agreements where check-off is mentioned.

Table 1.4 Union Security - Crossing of Picket Lines, Refusal To Handle Hot Cargoes

The Labour Relations Act in Sections 12 and 13 generally grants these rights to employees in a bargaining unit.

Collective agreements that mention these provisions are reiterating them or elaborating upon them.

1.1 MANAGEMENT RIGHTS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	General statement with residual rights	1	25.0	9	0.4
	Enumerated list with residual rights	2	50.0	2,205	96.0
	Residual rights only	1	25.0	82	3.6
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	46	24.1	3,340	20.9
	General statement	14	7.3	661	4.1
	Enumerated list	41	21.5	3,157	19.7
	General statement with residual rights	14	7.3	1,216	7.6
	Enumerated list with residual rights	65	34.0	6,378	39.9
	Residual rights	11	5.8	1,250	7.8
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	2	8.3	21	0.2
	General statement	2	8.3	1,246	14.3
	Enumerated list	5	20.8	2,081	23.8
	General statement with residual rights	4	16.8	295	3.4
	Enumerated list with residual rights	11	45.8	5,089	58.3
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	3	5.5	159	2.8
	General statement	5	9.3	523	9.2
	Enumerated list	2	3.7	8	0.1
	General statement with residual rights	9	16.7	2,412	42.5
	Enumerated list with residual rights	35	64.8	2,579	45.4
	TOTAL	54	100.0	5,681	100.0

1.1 MANAGEMENT RIGHTS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	General statement	2	25.0	107	9.8
	Enumerated list	1	12.5	56	5.1
	General statement with residual rights	1	12.5	42	3.8
	Enumerated list with residual rights	3	37.5	818	74.4
	Residual rights only	1	12.5	76	6.9
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	30	9.5	2,260	8.8
	General statement	68	21.6	2,058	8.0
	Enumerated list	33	10.5	2,411	9.4
	General statement with residual rights	22	7.0	933	3.7
	Enumerated list with residual rights	147	46.7	17,282	67.6
	Residual rights only	15	4.7	640	2.5
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	11	26.8	6,230	29.4
	General statement	4	9.8	123	0.6
	Enumerated list	2	4.8	22	0.1
	General statement with residual rights	12	29.3	14,480	68.3
	Enumerated list with residual rights	8	19.5	235	1.1
	Residual rights only	4	9.8	109	0.5
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	94	14.7	12,502	15.4
	General statement	96	15.0	5,068	6.2
	Enumerated list	84	13.1	7,735	9.5
	General statement with residual rights	63	9.8	19,387	23.8
	Enumerated list with residual rights	271	42.4	34,586	42.5
	Residual rights only	32	5.0	2,157	2.6
	TOTAL	640	100.0	81,435	100.0

1.2 UNION SECURITY - MEMBERSHIP

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	75.0	2,287	99.6
	Union shop	1	25.0	9	0.4
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	57	29.8	6,772	42.3
	Closed shop	14	7.3	1,058	6.6
	Union shop	92	48.2	6,568	41.1
	Modified union shop	19	10.1	895	5.6
	Maintenance of membership	9	4.7	709	4.4
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	11	45.8	6,966	79.7
	Union shop	9	37.5	1,646	18.9
	Modified union shop	4	16.7	120	1.4
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	8	14.8	426	7.5
	Closed shop	6	11.1	2,699	47.5
	Union shop	29	53.7	1,953	34.4
	Modified union shop	8	14.8	551	9.7
	Maintenance of membership	3	5.6	52	0.9
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	1,091	99.3
	Union shop	1	12.5	8	0.7
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	205	65.1	13,848	54.1
	Closed shop	18	5.7	277	1.1
	Union shop	46	14.6	3,949	15.4
	Modified union shop	38	12.1	5,263	20.6
	Maintenance of membership	8	2.5	2,247	8.8
	TOTAL	315	100.0	25,584	100.0

1.2 UNION SECURITY - MEMBERSHIP (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	31	75.6	20,099	94.8
	Closed shop	1	2.4	1	0.0
	Union shop	7	17.1	101	0.5
	Modified union shop	2	4.9	998	4.7
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	322	50.3	51,489	63.2
	Closed shop	39	6.1	4,035	5.0
	Union shop	188	29.4	15,076	18.5
	Modified union shop	71	11.1	7,827	9.6
	Maintenance of membership	20	3.1	3,008	3.7
	TOTAL	640	100.0	81,435	100.0

1.3 UNION SECURITY - AUTHORIZATION OF DUES CHECK-OFF

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Compulsory check-off	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	3	1.6	160	1.0
	Compulsory check-off	188	98.4	15,842	99.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	Compulsory check-off	24	100.0	8,732	100.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	1	1.9	30	0.5
	Compulsory check-off	53	98.1	5,651	99.5
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	Compulsory check-off	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	18	5.7	615	2.4
	Compulsory check-off	297	94.3	24,969	97.6
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	1	2.4	5	0.0
	Compulsory check-off	40	97.6	21,194	100.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	23	3.6	810	1.0
	Compulsory check-off	617	96.4	80,625	99.0
	TOTAL	640	100.0	81,435	100.0

1.4 UNION SECURITY - CROSSING OF PICKET LINES,
REFUSAL TO HANDLE HOT CARGOES

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	157	82.2	13,759	86.0
	Right to refuse to cross picket lines	13	6.8	853	5.3
	Right to refuse to handle hot cargoes	8	4.2	450	2.8
	Right to refuse to cross picket lines and handle hot cargoes	9	4.7	630	4.0
	Other	4	2.1	310	1.9
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	18	75.0	8,612	98.6
	Right to refuse to cross picket lines	3	12.5	23	0.3
	Right to refuse to cross picket lines and handle hot cargoes	2	8.3	63	0.7
	Other	1	4.2	34	0.4
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	46	85.2	4,596	80.9
	Right to refuse to cross picket lines	5	9.3	585	10.3
	Right to refuse to cross picket lines and handle hot cargoes	2	3.7	380	6.7
	Other	1	1.8	120	2.1
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0

1.4 UNION SECURITY - CROSSING OF PICKET LINES,
REFUSAL TO HANDLE HOT CARGOES (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	306	97.2	24,975	97.6
	Right to refuse to cross picket lines	7	2.2	574	2.2
	Right to refuse to cross picket lines and handle hot cargoes	2	0.6	35	0.2
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	37	90.3	17,943	84.6
	Right to refuse to cross picket lines	2	4.9	183	0.9
	Right to refuse to cross picket lines and handle hot cargoes	1	2.4	47	0.2
	Other	1	2.4	3,026	14.3
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	579	90.5	74,122	91.0
	Right to refuse to cross picket lines	30	4.7	2,218	2.7
	Right to refuse to handle hot cargoes	8	1.2	450	0.6
	Right to refuse to cross picket lines and handle hot cargoes	16	2.5	1,155	1.4
	Other	7	1.1	3,490	4.3
	TOTAL	640	100.0	81,435	100.0



SECTION 2

EMPLOYEE SECURITY

NOTES TO SECTION 2

Table 2.1 Length of Probationary Period After Hiring

Many agreements contain a provision for a probationary or trial period for new employees before they acquire seniority. During this period the employer is usually free to dismiss the employee if he proves unsatisfactory, without regard to clauses governing the lay-off or discharge of seniority employees. This table refers to the prevalence of such provisions and to the length of the probationary period.

The analysis is done on the basis of calendar days rather than working days.

Table 2.3 Rate on Temporary Transfer

Temporary transfer may be to both higher or lower rated jobs. This table refers to temporary transfers requested by the employer and does not refer to permanent transfers or transfers requested by the employee.

Table 2.4 Advance Notice of Lay-off (or Pay in Lieu) to Employees

This table refers to notice to employees laid off in a situation where all or part of the plant may continue to operate.

The terms "lay-off" and "termination" are sometimes used interchangeably in collective agreements. "Lay-off" in this report, refers to an involuntary separation from employment for a temporary or indefinite period without prejudice; that is, resulting through no fault of the employee. "Lay-off" usually implies eventual recall or at least an intent to recall workers to their jobs.

The analysis is done on the basis of calendar days.

Table 2.6 Severance Pay and Lay-off Benefit Plans (Other Than S.U.B.)

Severance pay plans provide a money payment, in addition to regular wages or salary earned, to employees whose employment has been terminated.

NOTES TO SECTION 2 (CONT'D)

Table 2.7 Supplemental Unemployment Benefit Plans

Supplemental unemployment benefit plans provide weekly payments to employees on lay-off. These payments supplement government unemployment insurance benefits and, unlike severance pay plans, are not intended for employees who have been permanently separated from the payroll and are made only if the employee remains unemployed.

Table 2.8 Advance Notice of Termination (or Pay in Lieu) to Employees

This table refers to terminations for other than cause; that is, terminations other than dismissal, discharge (or suspension) due to disciplinary action. Termination as a result of technological change is not included.

The Employment Standards Act requires that employees who have worked for an employer for more than two weeks are entitled to receive notice (or pay in lieu) if they are to be terminated. The length of notice is generally equal to one pay period. However, where there is a custom or practice which establishes a different period of time, or the time period is changed through the collective agreement, the legislation may be superceded.

The Employment Standards Act also provides a schedule of notice periods for group termination of employment. The notice periods range from 8 to 16 weeks depending upon the number of employees to be terminated.

Table 2.9 Work Sharing Provisions

This table identifies those agreements having work sharing provisions to prevent or minimize lay-offs.

Table 2.10 Contracting-out

Contracting-out (subcontracting) refers to an employer practice under which steps in a manufacturing process, plant maintenance or other work functions are given to outside contractors to perform with their own work forces.

2.1 LENGTH OF PROBATIONARY PERIOD AFTER HIRING

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	1 month or less	1	25.0	9	0.4
	Over 1 month, up to 2 months	3	75.0	2,287	99.6
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	23	12.0	1,261	7.9
	1 month or less	12	6.3	797	5.0
	Over 1 month, up to 2 months	89	46.6	7,006	43.8
	Over 2 months, up to 3 months	49	25.7	5,616	35.1
	Over 3 months, up to 4 months	5	2.6	382	2.4
	Over 5 months, up to 6 months	12	6.3	820	5.1
	Other	1	0.5	120	0.7
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	1 month or less	2	8.4	25	0.3
	Over 1 month, up to 2 months	5	20.8	59	0.7
	Over 2 months, up to 3 months	5	20.8	353	4.0
	Over 5 months, up to 6 months	12	50.0	8,295	95.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	1	1.9	30	0.5
	1 month or less	6	11.0	65	1.1
	Over 1 month, up to 2 months	25	46.3	3,319	58.4
	Over 2 months, up to 3 months	17	31.5	1,719	30.3
	Over 5 months, up to 6 months	4	7.4	428	7.6
	Over 6 months, up to 12 months	1	1.9	120	2.1
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	Over 1 month, up to 2 months	1	12.5	8	0.7
	Over 2 months, up to 3 months	3	37.5	163	14.9
	Over 5 months, up to 6 months	4	50.0	928	84.4
	TOTAL	8	100.0	1,099	100.0

2.1 LENGTH OF PROBATIONARY PERIOD AFTER HIRING (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	26	8.3	842	3.3
	1 month or less	17	5.4	237	0.9
	Over 1 month, up to 2 months	38	12.1	1,668	6.5
	Over 2 months, up to 3 months	147	46.7	15,211	59.5
	Over 3 months, up to 4 months	40	12.7	2,071	8.1
	Over 4 months, up to 5 months	8	2.5	463	1.8
	Over 5 months, up to 6 months	35	11.1	3,480	13.6
	Over 6 months, up to 12 months	1	0.3	5	0.0
	More than 1 year	1	0.3	210	0.8
	Other	2	0.6	1,397	5.5
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	5	12.2	1,357	6.4
	1 month or less	3	7.3	8	0.0
	Over 1 month, up to 2 months	2	4.9	101	0.5
	Over 2 months, up to 3 months	8	19.5	3,189	15.1
	Over 3 months, up to 4 months	2	4.9	180	0.8
	Over 5 months, up to 6 months	19	46.3	16,185	76.4
	Over 6 months, up to 12 months	2	4.9	179	0.8
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	55	8.6	3,490	4.3
	1 month or less	42	6.6	1,491	1.8
	Over 1 month, up to 2 months	165	25.8	14,940	18.3
	Over 2 months, up to 3 months	229	35.8	26,251	32.2
	Over 3 months, up to 4 months	47	7.3	2,633	3.2
	Over 4 months, up to 5 months	8	1.3	463	0.6
	Over 5 months, up to 6 months	86	13.4	30,136	37.0
	Over 6 months, up to 12 months	4	0.6	304	0.4
	More than 1 year	1	0.1	210	0.3
	Other	3	0.5	1,517	1.9
	TOTAL	640	100.0	81,435	100.0

2.2 POSTING OF JOB VACANCIES

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Provision exists	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	87	45.5	5,072	31.7
	Provision exists	104	54.5	10,930	68.3
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	4	16.7	82	0.9
	Provision exists	20	83.3	8,650	99.1
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	28	51.9	4,172	73.4
	Provision exists	26	48.1	1,509	26.6
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	Provision exists	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	81	25.7	2,185	8.5
	Provision exists	234	74.3	23,399	91.5
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	18	43.9	16,465	77.7
	Provision exists	23	56.1	4,734	22.3
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	219	34.2	28,383	34.9
	Provision exists	421	65.8	53,052	65.1
	TOTAL	640	100.0	81,435	100.0

2.3 RATE ON TEMPORARY TRANSFER

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	50.0	637	27.7
	Higher of new rate or regular rate	2	50.0	1,659	72.3
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	91	47.6	6,414	40.1
	Regular rate	9	4.7	771	4.8
	Higher of new rate or regular rate	80	41.9	8,248	51.5
	Rate of the new occupation	6	3.1	283	1.8
	Higher of new rate or regular rate plus a premium	2	1.1	39	0.3
	Flat premium	3	1.6	247	1.5
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	6	25.0	165	1.9
	Higher of new rate or regular rate	14	58.3	4,902	56.1
	Rate of the new occupation	1	4.2	825	9.5
	Higher of new rate or regular rate plus a premium	2	8.3	1,155	13.2
	Other	1	4.2	1,685	19.3
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	16	29.6	513	9.0
	Regular rate	2	3.7	70	1.2
	Higher of new rate or regular rate	17	31.5	1,015	17.9
	Higher of new rate or regular rate plus a premium	1	1.8	95	1.7
	Flat premium	12	22.2	3,360	59.1
	Regular rate for specific period followed by new rate	3	5.6	128	2.3
	Other	3	5.6	500	8.8
	TOTAL	54	100.0	5,681	100.0

2.3 RATE ON TEMPORARY TRANSFER (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	No provision	1	12.5	95	8.7
	Higher of new rate or regular rate	3	37.5	96	8.7
	Higher of new rate or regular rate plus a premium	1	12.5	56	5.1
	Flat premium	1	12.5	10	0.9
	Regular rate for specific period followed by new rate	1	12.5	42	3.8
	Other	1	12.5	800	72.8
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	105	33.3	3,979	15.6
	Regular rate	1	0.3	158	0.6
	Higher of new rate or regular rate	51	16.2	4,294	16.8
	Rate of the new occupation	29	9.2	3,710	14.5
	Higher of new rate or regular rate plus a premium	12	3.8	3,322	13.0
	Flat premium	113	35.9	9,497	37.1
	Regular rate for specific period followed by new rate	1	0.3	64	0.2
	Other	3	1.0	560	2.2
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	8	19.5	3,823	18.0
	Higher of new rate or regular rate	24	58.5	14,788	69.8
	Rate of the new occupation	6	14.7	2,484	11.7
	Other	3	7.3	104	0.5
	TOTAL	41	100.0	21,199	100.0

2.3 RATE ON TEMPORARY TRANSFER (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	230	35.9	16,033	19.7
	Regular rate	12	1.9	999	1.2
	Higher of new rate or regular rate	193	30.2	35,437	43.5
	Rate of the new occupation	42	6.6	7,302	9.0
	Higher of new rate or regular rate plus a premium	18	2.8	4,667	5.7
	Flat premium	129	20.1	13,114	16.1
	Regular rate for specific period followed by new rate	5	0.8	234	0.3
	Other	11	1.7	3,649	4.5
	TOTAL	640	100.0	81,435	100.0

2.4 ADVANCE NOTICE OF LAY-OFF (OR PAY IN LIEU) TO EMPLOYEES

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	25.0	1,650	71.9
	7 days	2	50.0	637	27.7
	Graduated with length of service	1	25.0	9	0.4
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	129	67.6	8,479	53.0
	1 to 5 days	26	13.6	3,508	21.9
	7 days	21	11.0	2,183	13.6
	10 to 15 days	8	4.2	1,462	9.1
	Graduated with length of lay-off	2	1.0	76	0.5
	Graduated with length of service	2	1.0	24	0.2
	Mentioned but not specified	2	1.0	267	1.7
	Other	1	0.6	3	0.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	13	54.1	1,740	19.9
	1 to 5 days	3	12.5	2,102	24.1
	7 days	1	4.2	26	0.3
	10 to 15 days	5	20.8	4,616	52.9
	Graduated with length of lay-off	1	4.2	8	0.1
	Graduated with length of service	1	4.2	240	2.7
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	25	46.3	1,134	20.0
	1 to 5 days	5	9.2	156	2.7
	7 days	18	33.3	3,914	68.9
	10 to 15 days	3	5.5	44	0.8
	30 to 60 days	1	1.9	360	6.3
	Graduated with length of lay-off	1	1.9	40	0.7
	Graduated with length of service	1	1.9	33	0.6
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	299	27.2
	30 to 60 days	1	12.5	800	72.8
	TOTAL	8	100.0	1,099	100.0

2.4 ADVANCE NOTICE OF LAY-OFF (OR PAY IN LIEU) TO EMPLOYEES (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	115	36.5	7,982	31.2
	1 to 5 days	2	0.6	167	0.6
	7 days	4	1.3	170	0.7
	10 to 15 days	41	13.0	3,778	14.8
	28 days	20	6.4	1,431	5.6
	30 to 60 days	2	0.6	36	0.1
	90 days	1	0.3	1,114	4.4
	Graduated with length of lay-off	104	33.0	9,874	38.6
	Graduated with length of service	19	6.1	650	2.5
	Mentioned but not specified	2	0.6	48	0.2
	Other	5	1.6	334	1.3
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	14	34.1	2,064	9.7
	1 to 5 days	4	9.8	310	1.5
	7 days	3	7.3	80	0.4
	10 to 15 days	5	12.2	283	1.3
	28 days	10	24.4	14,150	66.8
	30 to 60 days	4	9.8	4,307	20.3
	Graduated with length of service	1	2.4	5	0.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	306	47.8	24,105	29.6
	1 to 5 days	40	6.3	6,243	7.7
	7 days	49	7.7	7,010	8.6
	10 to 15 days	63	9.8	10,268	12.6
	28 days	30	4.7	15,581	19.1
	30 to 60 days	8	1.2	5,503	6.8
	90 days	1	0.2	1,114	1.3
	Graduated with length of lay-off	108	16.9	9,998	12.3
	Graduated with length of service	25	3.9	961	1.2
	Mentioned but not specified	4	0.6	315	0.4
	Other	6	0.9	337	0.4
	TOTAL	640	100.0	81,435	100.0

2.5 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE
PAY OR LAY-OFF BENEFITS PLAN

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	50.0	637	27.7
	12 months	1	25.0	1,650	71.9
	24 months	1	25.0	9	0.4
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	167	87.5	13,786	86.2
	2 to 7 months	3	1.6	191	1.2
	12 months	10	5.2	1,158	7.2
	24 months	4	2.1	323	2.0
	60 months	1	0.5	22	0.1
	72 to 120 months	1	0.5	110	0.7
	Cannot determine	5	2.6	412	2.6
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	23	95.8	8,492	97.3
	Cannot determine	1	4.2	240	2.7
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	37	68.5	4,747	83.6
	2 to 7 months	5	9.3	220	3.8
	12 months	7	13.0	577	10.2
	24 months	2	3.7	64	1.1
	72 to 120 months	2	3.7	55	1.0
	Other	1	1.8	18	0.3
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	299	27.2
	12 months	1	12.5	800	72.8
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	277	87.9	24,116	94.3
	2 to 7 months	1	0.3	75	0.3
	12 months	32	10.3	1,234	4.8
	24 months	1	0.3	60	0.2
	36 months	1	0.3	25	0.1
	60 months	2	0.6	73	0.3
	Cannot determine	1	0.3	1	0.0
	TOTAL	315	100.0	25,584	100.0

2.5 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE
PAY OR LAY-OFF BENEFITS PLAN (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	27	65.9	6,594	31.1
	72 to 120 months	13	31.7	14,430	68.1
	Cannot determine	1	2.4	175	0.8
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	542	84.7	59,106	72.6
	2 to 7 months	9	1.4	486	0.6
	12 months	52	8.1	5,926	7.2
	24 months	8	1.2	456	0.6
	36 months	1	0.2	25	0.0
	60 months	3	0.5	95	0.1
	72 to 120 months	16	2.5	14,595	17.9
	Cannot determine	8	1.2	829	1.0
	Other	1	0.2	13	0.0
	TOTAL	640	100.0	81,435	100.0

2.6 SEVERANCE PAY AND LAY-OFF BENEFIT PLANS
(OTHER THAN S.U.B.)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	75.0	646	28.1
	Severance pay plan	1	25.0	1,650	71.9
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	148	77.5	12,169	76.0
	Severance pay plan	30	15.7	2,225	13.9
	Lay-off benefit plan	5	2.6	509	3.2
	Severance pay and lay-off benefit plan	8	4.2	1,099	6.9
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	21	87.5	8,453	96.8
	Severance pay plan	2	8.3	39	0.4
	Severance pay and lay-off benefit plan	1	4.2	240	2.8
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	33	61.1	4,614	81.2
	Severance pay plan	18	33.3	924	16.3
	Lay-off benefit plan	2	3.7	129	2.3
	Severance pay and lay-off benefit plan	1	1.9	14	0.2
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	181	16.5
	Severance pay plan	3	37.5	918	83.5
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	261	82.9	23,845	93.2
	Severance pay plan	52	16.5	1,499	5.9
	Lay-off benefit plan	1	0.3	210	0.8
	Severance pay and lay-off benefit plan	1	0.3	30	0.1
	TOTAL	315	100.0	25,584	100.0

2.6 SEVERANCE PAY AND LAY-OFF BENEFIT PLANS
(OTHER THAN S.U.B.) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	25	61.0	6,587	31.0
	Severance pay plan	14	34.2	14,427	68.1
	Lay-off benefit plan	1	2.4	170	0.8
	Severance pay and lay-off benefit plan	1	2.4	15	0.1
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	498	77.8	56,930	69.9
	Severance pay plan	120	18.8	21,682	26.6
	Lay-off benefit plan	9	1.4	1,018	1.3
	Severance pay and lay-off benefit plan	13	2.0	1,805	2.2
	TOTAL	640	100.0	81,435	100.0

2.7 SUPPLEMENTAL UNEMPLOYMENT BENEFIT PLANS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	75.0	2,287	99.6
	Provision exists	1	25.0	9	0.4
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	186	97.4	15,532	97.1
	Provision exists	5	2.6	470	2.9
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	24	100.0	8,732	100.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	51	94.4	5,521	97.2
	Provision exists	3	5.6	160	2.8
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	315	100.0	25,584	100.0
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	41	100.0	21,199	100.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	631	98.6	80,796	99.2
	Provision exists	9	1.4	639	0.8
	TOTAL	640	100.0	81,435	100.0

2.8 ADVANCE NOTICE OF TERMINATION (OR PAY IN LIEU)
TO EMPLOYEES

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	75.0	2,214	96.4
	Graduated by length of service	1	25.0	82	3.6
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	135	70.6	10,751	67.2
	Less than 1 week	2	1.1	860	5.4
	1 week	40	21.0	2,749	17.2
	2 weeks	6	3.2	1,052	6.6
	4 weeks	1	0.5	26	0.2
	16 weeks	1	0.5	312	1.9
	Graduated by length of service	4	2.1	224	1.4
	Mentioned but not specified	1	0.5	23	0.1
	Other	1	0.5	5	0.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	19	79.2	5,722	65.5
	1 week	1	4.2	26	0.3
	2 weeks	2	8.3	2,924	33.5
	Other	2	8.3	60	0.7
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	31	57.4	2,059	36.2
	Less than 1 week	1	1.9	6	0.1
	1 week	12	22.2	3,035	53.4
	2 weeks	7	13.0	446	7.9
	Graduated by length of service	3	5.5	135	2.4
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	243	22.1
	2 weeks	1	12.5	56	5.1
	4 weeks	1	12.5	800	72.8
	TOTAL	8	100.0	1,099	100.0

2.8 ADVANCE NOTICE OF TERMINATION (OR PAY IN LIEU)
TO EMPLOYEES (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	168	53.3	10,082	39.4
	1 week	2	0.6	136	0.5
	2 weeks	49	15.6	6,664	26.0
	3 weeks	4	1.3	239	1.0
	4 weeks	26	8.3	954	3.7
	52 weeks	1	0.3	210	0.8
	Graduated notice by number of employees	1	0.3	75	0.3
	Other	64	20.3	7,224	28.3
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	31	75.6	20,791	98.1
	1 week	3	7.3	11	0.0
	2 weeks	3	7.3	80	0.4
	4 weeks	4	9.8	317	1.5
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	396	61.9	52,704	64.7
	Less than 1 week	3	0.4	866	1.1
	1 week	58	9.1	5,957	7.3
	2 weeks	68	10.6	11,222	13.8
	3 weeks	4	0.6	239	0.3
	4 weeks	32	5.0	2,097	2.6
	16 weeks	1	0.2	312	0.4
	52 weeks	1	0.2	210	0.3
	Graduated notice by number of employees	1	0.2	75	0.1
	Graduated by length of service	8	1.2	441	0.5
	Mentioned but not specified	1	0.2	23	0.0
	Other	67	10.4	7,289	8.9
	TOTAL	640	100.0	81,435	100.0

2.9 WORK SHARING

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	156	81.7	12,973	81.1
	Reduction of hours	6	3.1	931	5.8
	Division of work	27	14.1	1,840	11.5
	Reduction of hours and division of work	2	1.1	258	1.6
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	24	100.0	8,732	100.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	52	96.3	5,531	97.3
	Division of work	1	1.9	10	0.2
	Reduction of hours and division of work	1	1.8	140	2.5
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	314	99.7	25,550	99.9
	Reduction of hours	1	0.3	34	0.1
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	41	100.0	21,199	100.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	602	94.1	78,222	96.0
	Reduction of hours	7	1.1	965	1.2
	Division of work	28	4.4	1,850	2.3
	Reduction of hours and division of work	3	0.4	398	0.5
	TOTAL	640	100.0	81,435	100.0

2.10 CONTRACTING OUT

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	50.0	637	27.7
	Permitted, but with restrictions	2	50.0	1,659	72.3
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	132	69.1	9,728	60.8
	Prohibited	5	2.6	793	4.9
	Permitted, but with restrictions	30	15.7	3,625	22.7
	Permitted with restrictions, but not to a non-union employer	23	12.1	1,666	10.4
	Other	1	0.5	190	1.2
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	18	75.0	6,403	73.3
	Prohibited	1	4.2	10	0.1
	Permitted, but with restrictions	5	20.8	2,319	26.6
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	44	81.5	4,956	87.2
	Prohibited	1	1.8	33	0.6
	Permitted, but with restrictions	9	16.7	692	12.2
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	299	27.2
	Permitted, but with restrictions	1	12.5	800	72.8
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	128	40.6	8,594	33.6
	Permitted	13	4.1	2,439	9.5
	Prohibited	21	6.7	1,650	6.5
	Permitted, but with restrictions	151	47.9	12,536	49.0
	Other	2	0.7	365	1.4
	TOTAL	315	100.0	25,584	100.0

2.10 CONTRACTING OUT (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	16	39.0	3,487	16.5
	Permitted	12	29.3	14,213	67.0
	Prohibited	2	4.9	20	0.1
	Permitted, but with restrictions	11	26.8	3,479	16.4
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	348	54.3	34,511	42.4
	Permitted	26	4.1	16,737	20.5
	Prohibited	30	4.7	2,506	3.1
	Permitted, but with restrictions	210	32.8	25,460	31.3
	Permitted with restrictions, but not to a non-union employer	23	3.6	1,666	2.0
	Other	3	0.5	555	0.7
	TOTAL	640	100.0	81,435	100.0

2.11 RESTRICTIONS ON CONTRACTING OUT

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	50.0	637	27.7
	Restricted if regular employment lost	2	50.0	1,659	72.3
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	138	72.3	10,711	66.9
	Restricted if regular earnings reduced	28	14.7	2,857	17.9
	Restricted if regular employment lost	19	9.9	2,072	12.9
	Other	6	3.1	362	2.3
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	19	79.2	6,413	73.5
	Restricted if regular earnings reduced	1	4.2	8	0.1
	Restricted if regular employment lost	2	8.3	1,479	16.9
	Other	2	8.3	832	9.5
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	45	83.3	4,989	87.8
	Restricted if regular earnings reduced	2	3.7	49	0.9
	Restricted if regular employment lost	5	9.3	483	8.5
	Other	2	3.7	160	2.8
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	299	27.2
	Restricted if regular employment lost	1	12.5	800	72.8
	TOTAL	8	100.0	1,099	100.0

2.11 RESTRICTIONS ON CONTRACTING OUT (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	167	53.0	12,885	50.4
	Restricted if regular earnings reduced	5	1.6	415	1.6
	Restricted if regular employment lost	79	25.1	7,008	27.4
	Other	64	20.3	5,276	20.6
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	30	73.1	17,720	83.6
	Restricted if regular employment lost	9	22.0	278	1.3
	Other	2	4.9	3,201	15.1
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	410	64.1	54,146	66.5
	Restricted if regular earnings reduced	36	5.6	3,329	4.1
	Restricted if regular employment lost	117	18.3	13,779	16.9
	Other	77	12.0	10,181	12.5
	TOTAL	640	100.0	81,435	100.0

2.12 OLDER AND/OR HANDICAPPED WORKERS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	50.0	564	24.5
	Transfer to more suitable work if available	1	25.0	82	3.6
	Some combination of options	1	25.0	1,650	71.9
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	156	81.7	10,289	64.3
	Transfer to more suitable work	4	2.1	1,357	8.5
	Transfer to more suitable work if available	27	14.2	3,613	22.6
	Some combination of options	2	1.0	732	4.6
	Other	2	1.0	11	0.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	23	95.8	6,732	77.1
	Retraining	1	4.2	2,000	22.9
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	52	96.3	5,648	99.4
	Transfer to more suitable work if available	1	1.9	3	0.1
	Special seniority rights	1	1.8	30	0.5
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	244	77.5	15,561	60.8
	Transfer to more suitable work	5	1.6	3,111	12.1
	Transfer to more suitable work if available	65	20.6	6,462	25.3
	Other	1	0.3	450	1.8
	TOTAL	315	100.0	25,584	100.0

2.12 OLDER AND/OR HANDICAPPED WORKERS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	25	61.0	19,240	90.8
	Transfer to more suitable work	6	14.6	1,381	6.5
	Transfer to more suitable work if available	10	24.4	578	2.7
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	512	80.0	59,625	73.2
	Transfer to more suitable work	15	2.3	5,849	7.2
	Transfer to more suitable work if available	105	16.4	11,088	13.6
	Retraining	1	0.2	2,000	2.5
	Special seniority rights	1	0.1	30	0.0
	Some combination of options	3	0.5	2,382	2.9
	Other	3	0.5	461	0.6
	TOTAL	640	100.0	81,435	100.0

2.13 PROHIBITION OF LAY-OFF

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	191	100.0	16,002	100.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	24	100.0	8,732	100.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	54	100.0	5,681	100.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	315	100.0	25,584	100.0
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	32	78.0	7,064	33.3
	Provision exists	9	22.0	14,135	66.7
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	631	98.6	67,300	82.6
	Provision exists	9	1.4	14,135	17.4
	TOTAL	640	100.0	81,435	100.0



SECTION 3

SENIORITY

NOTES TO SECTION 3

Seniority: A term used to designate an employee's status relative to other employees, for determining order of layoff, promotion, recall, transfer, vacations, etc. Depending on the provisions of the collective agreement, seniority can be based on length of service alone or on additional factors such as ability or union duties.

Table 3.2 Role of Seniority in Lay-off

A lay-off refers to involuntary separation of employees from employment for a temporary or indefinite period without prejudice; that is, resulting through no fault of the employee. Lay-off usually implies eventual recall or at least an intent to recall employees to their jobs.

Table 3.4 Seniority Status During Term of Lay-off

Seniority status refers to whether or not seniority accumulates, or is just retained during term of lay-off.

Table 3.5 Role of Seniority in Recall Procedure

Recall is the process of bringing laid off workers back to work.

Table 3.6 Retention of Seniority During Illness

This table refers to retention of seniority during illness, not accumulation of seniority.

Table 3.7 Preferential Seniority for Union Officials and/or Employees With Special Skills

Super or special seniority refers to a position on the seniority list ahead of what the employee would acquire solely on the basis of length of service or other general seniority factors. Usually such status is reserved to union stewards or key or exceptional employees to maintain essential operations, plant safety or for other reasons.

3.1 ROLE OF SENIORITY IN PROMOTION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Seniority governs where qualifications equal	3	75.0	2,287	99.6
	Seniority governs where qualifications sufficient	1	25.0	9	0.4
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	67	35.0	4,866	30.4
	Straight seniority	7	3.7	778	4.9
	Seniority governs where qualifications equal	51	26.7	4,334	27.1
	Seniority governs where qualifications sufficient	62	32.5	5,628	35.2
	Seniority one of a number of factors	4	2.1	396	2.4
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	5	20.8	362	4.1
	Straight seniority	1	4.2	34	0.4
	Seniority governs where qualifications equal	5	20.8	1,752	20.1
	Seniority governs where qualifications sufficient	12	50.0	5,348	61.2
	Seniority one of a number of factors	1	4.2	1,236	14.2
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	8	14.8	127	2.3
	Seniority governs where qualifications equal	20	37.0	3,990	70.2
	Seniority governs where qualifications sufficient	26	48.2	1,564	27.5
	TOTAL	54	100.0	5,681	100.0

3.1 ROLE OF SENIORITY IN PROMOTION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	No provision	1	12.5	76	6.9
	Seniority governs where qualifications equal	4	50.0	157	14.3
	Seniority governs where qualifications sufficient	2	25.0	810	73.7
	Seniority one of a number of factors	1	12.5	56	5.1
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	26	8.2	1,253	4.9
	Straight seniority	17	5.4	31	0.1
	Seniority governs where qualifications equal	133	42.2	11,056	43.2
	Seniority governs where qualifications sufficient	132	41.9	11,772	46.0
	Seniority one of a number of factors	4	1.3	140	0.6
	Promotions subject to other factors	3	1.0	1,332	5.2
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	6	14.7	1,237	5.8
	Straight seniority	3	7.3	9	0.1
	Seniority governs where qualifications equal	17	41.5	14,533	68.6
	Seniority governs where qualifications sufficient	11	26.8	4,491	21.2
	Seniority one of a number of factors	3	7.3	879	4.1
	Promotions subject to other factors	1	2.4	50	0.2
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	113	17.7	7,921	9.7
	Straight seniority	28	4.4	852	1.0
	Seniority governs where qualifications equal	233	36.4	38,109	46.8
	Seniority governs where qualifications sufficient	247	38.6	29,707	36.5
	Seniority one of a number of factors	15	2.3	3,464	4.3
	Promotions subject to other factors	4	0.6	1,382	1.7
	TOTAL	640	100.0	81,435	100.0

3.2 ROLE OF SENIORITY IN LAY-OFF

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Seniority governs where qualifications equal	2	50.0	637	27.7
	Seniority governs where qualifications sufficient	2	50.0	1,659	72.3
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	15	7.8	519	3.2
	Straight seniority	50	26.2	4,814	30.1
	Seniority governs where qualifications equal	46	24.1	3,863	24.1
	Seniority governs where qualifications sufficient	76	39.8	6,539	40.9
	Seniority one of a number of factors	3	1.6	262	1.6
	Lay-offs subject to other factors	1	0.5	5	0.1
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	1	4.2	334	3.8
	Straight seniority	5	20.8	2,984	34.2
	Seniority governs where qualifications equal	1	4.2	6	0.1
	Seniority governs where qualifications sufficient	17	70.8	5,408	61.9
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	2	3.7	14	0.3
	Straight seniority	4	7.4	466	8.2
	Seniority governs where qualifications equal	11	20.4	1,251	22.0
	Seniority governs where qualifications sufficient	36	66.7	3,943	69.4
	Seniority one of a number of factors	1	1.8	7	0.1
	TOTAL	54	100.0	5,681	100.0

3.2 ROLE OF SENIORITY IN LAY-OFF (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	No provision	1	12.5	800	72.8
	Seniority governs where qualifications equal	2	25.0	103	9.4
	Seniority governs where qualifications sufficient	3	37.5	98	8.9
	Seniority one of a number of factors	2	25.0	98	8.9
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	31	9.8	941	3.7
	Straight seniority	30	9.5	4,604	18.0
	Seniority governs where qualifications equal	41	13.0	2,405	9.4
	Seniority governs where qualifications sufficient	210	66.7	17,545	68.6
	Seniority one of a number of factors	2	0.7	79	0.3
	Lay-offs subject to other factors	1	0.3	10	0.0
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	8	19.5	2,026	9.6
	Straight seniority	6	14.6	4,258	20.1
	Seniority governs where qualifications equal	5	12.2	98	0.5
	Seniority governs where qualifications sufficient	20	48.8	14,637	69.0
	Seniority one of a number of factors	2	4.9	180	0.8
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	58	9.0	4,634	5.7
	Straight seniority	96	15.0	17,476	21.5
	Seniority governs where qualifications equal	108	16.9	8,363	10.2
	Seniority governs where qualifications sufficient	366	57.2	50,321	61.8
	Seniority one of a number of factors	10	1.6	626	0.8
	Lay-offs subject to other factors	2	0.3	15	0.0
	TOTAL	640	100.0	81,435	100.0

3.3 RETENTION OF SENIORITY DURING TERM OF LAY-OFF

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	12 months	1	25.0	555	24.1
	24-26 months	1	25.0	1,650	71.9
	48 months	1	25.0	9	0.4
	Graduated by length of service	1	25.0	82	3.6
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	49	25.7	3,448	21.6
	3-6 months	30	15.7	1,041	6.5
	7-10 months	14	7.3	750	4.7
	12 months	48	25.1	4,092	25.6
	14-18 months	7	3.7	888	5.5
	24-26 months	15	7.9	1,470	9.2
	48 months	1	0.5	66	0.4
	Graduated by length of service	21	11.0	3,940	24.6
	Retained but no maximum specified	4	2.1	224	1.4
	Other	2	1.0	83	0.5
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	7	29.2	711	8.1
	3-6 months	8	33.3	5,805	66.5
	12 months	5	20.8	889	10.2
	24-26 months	2	8.3	81	0.9
	Retained but no maximum specified	1	4.2	10	0.1
	Other	1	4.2	1,236	14.2
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	8	14.8	142	2.5
	3-6 months	28	51.8	4,213	74.1
	12 months	11	20.4	1,059	18.6
	14-18 months	2	3.7	141	2.5
	24-26 months	1	1.9	10	0.2
	Graduated by length of service	2	3.7	77	1.4
	Retained but no maximum specified	2	3.7	39	0.7
	TOTAL	54	100.0	5,681	100.0

3.3 RETENTION OF SENIORITY DURING TERM OF LAY-OFF (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	No provision	2	25.0	118	10.7
	12 months	5	62.5	925	84.2
	14-18 months	1	12.5	56	5.1
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	71	22.5	3,267	12.7
	3-6 months	51	16.2	4,983	19.5
	7-10 months	2	0.6	34	0.1
	12 months	104	33.0	11,311	44.2
	14-18 months	6	1.9	322	1.3
	24-26 months	32	10.2	3,733	14.6
	36 months	32	10.2	1,217	4.8
	48 months	1	0.3	210	0.8
	Graduated by length of service	1	0.3	96	0.4
	Retained but no maximum specified	15	4.8	421	1.6
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	28	68.3	17,655	83.3
	3-6 months	1	2.4	5	0.0
	12 months	11	26.9	3,492	16.5
	24-26 months	1	2.4	47	0.2
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	165	25.8	25,341	31.1
	3-6 months	118	18.4	16,047	19.7
	7-10 months	16	2.5	784	1.0
	12 months	187	29.2	22,815	28.0
	14-18 months	16	2.5	1,407	1.7
	24-26 months	52	8.1	6,991	8.6
	36 months	32	5.0	1,207	1.5
	48 months	3	0.5	285	0.3
	Graduated by length of service	26	4.1	4,545	5.6
	Retained but no maximum specified	22	3.4	694	0.9
	Other	3	0.5	1,319	1.6
	TOTAL	640	100.0	81,435	100.0

3.4 SENIORITY STATUS DURING LAY-OFF

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Seniority retained	1	25.0	9	0.4
	Seniority accumulated	2	50.0	637	27.7
	Seniority retained with possible accumulation	1	25.0	1,650	71.9
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	54	28.3	3,905	24.4
	Seniority retained	49	25.6	4,253	26.6
	Seniority accumulated	28	14.7	4,083	25.5
	Seniority retained with possible accumulation	58	30.4	3,544	22.1
	Seniority accumulated to a certain point then retained	2	1.0	217	1.4
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	8	33.3	3,440	39.4
	Seniority retained	6	25.0	3,084	35.3
	Seniority accumulated	2	8.4	1,284	14.7
	Seniority retained with possible accumulation	8	33.3	924	10.6
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	11	20.4	607	10.7
	Seniority retained	26	48.1	4,322	76.1
	Seniority accumulated	6	11.1	297	5.2
	Seniority retained with possible accumulation	10	18.5	453	8.0
	Seniority accumulated to a certain point then retained	1	1.9	2	0.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	2	25.0	118	10.7
	Seniority accumulated	2	25.0	808	73.5
	Seniority retained with possible accumulation	3	37.5	161	14.7
	Seniority accumulated to a certain point then retained	1	12.5	12	1.1
	TOTAL	8	100.0	1,099	100.0

3.4 SENIORITY STATUS DURING LAY-OFF (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	81	25.7	4,190	16.4
	Seniority retained	100	31.8	8,055	31.5
	Seniority accumulated	12	3.8	464	1.8
	Seniority retained with possible accumulation	30	9.5	5,366	21.0
	Seniority accumulated to a certain point then retained	91	28.9	7,351	28.7
	Other	1	0.3	158	0.6
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	28	68.3	17,661	83.3
	Seniority retained	9	21.9	3,381	15.9
	Seniority retained with possible accumulation	4	9.8	157	0.8
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	185	28.9	30,328	37.2
	Seniority retained	191	29.8	23,104	28.4
	Seniority accumulated	52	8.1	7,573	9.3
	Seniority retained with possible accumulation	115	18.0	12,340	15.2
	Seniority accumulated to a certain point then retained	95	14.9	7,582	9.3
	Other	2	0.3	508	0.6
	TOTAL	640	100.0	81,435	100.0

3.5 ROLE OF SENIORITY IN RECALL

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Seniority governs where qualifications equal	2	50.0	637	27.7
	Seniority governs where qualifications sufficient	2	50.0	1,659	72.3
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	26	13.6	1,334	8.4
	Straight seniority	48	25.1	4,652	29.1
	Seniority governs where qualifications equal	38	19.9	2,614	16.3
	Seniority governs where qualifications sufficient	76	39.8	7,140	44.6
	Seniority one of a number of factors	3	1.6	262	1.6
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	2	8.3	368	4.2
	Straight seniority	6	25.0	2,999	34.3
	Seniority governs where qualifications equal	1	4.2	6	0.1
	Seniority governs where qualifications sufficient	15	62.5	5,359	61.4
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	5	9.3	128	2.3
	Straight seniority	5	9.3	586	10.3
	Seniority governs where qualifications equal	9	16.6	1,143	20.1
	Seniority governs where qualifications sufficient	34	63.0	3,817	67.2
	Seniority one of a number of factors	1	1.8	7	0.1
	TOTAL	54	100.0	5,681	100.0

3.5 ROLE OF SENIORITY IN RECALL (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	No provision	1	12.5	800	72.8
	Seniority governs where qualifications equal	2	25.0	103	9.4
	Seniority governs where qualifications sufficient	3	37.5	98	8.9
	Seniority one of a number of factors	2	25.0	98	8.9
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	39	12.4	1,105	4.3
	Straight seniority	41	13.0	2,961	11.6
	Seniority governs where qualifications equal	40	12.7	2,301	9.0
	Seniority governs where qualifications sufficient	192	61.0	18,948	74.1
	Seniority one of a number of factors	1	0.3	49	0.2
	Recall subject to other factors	2	0.6	220	0.8
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	9	22.0	2,196	10.3
	Straight seniority	6	14.6	4,258	20.1
	Seniority governs where qualifications equal	5	12.2	98	0.5
	Seniority governs where qualifications sufficient	21	51.2	14,647	69.1
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	82	12.8	5,931	7.3
	Straight seniority	107	16.7	15,806	19.4
	Seniority governs where qualifications equal	97	15.2	6,902	8.5
	Seniority governs where qualifications sufficient	345	53.9	52,160	64.0
	Seniority one of a number of factors	7	1.1	416	0.5
	Recall subject to other factors	2	0.3	220	0.3
	TOTAL	640	100.0	81,435	100.0

3.6 RETENTION OF SENIORITY DURING ILLNESS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	50.0	91	3.9
	12 months or less	1	25.0	555	23.2
	Retained but maximum period not specified	1	25.0	1,650	71.9
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	142	74.4	11,057	69.1
	12 months or less	11	5.8	788	4.9
	More than 12, up to 24 months	4	2.1	520	3.2
	24 months or more	1	0.5	750	4.7
	Graduated according to length of service	1	0.5	800	5.0
	Retained but maximum period not specified	31	16.2	2,044	12.8
	Other	1	0.5	43	0.3
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	21	87.5	6,634	76.0
	Graduated according to length of service	1	4.2	825	9.4
	Retained but maximum period not specified	2	8.3	1,273	14.6
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	34	62.9	2,857	50.3
	12 months or less	3	5.6	133	2.3
	Retained but maximum period not specified	17	31.5	2,691	47.4
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	1,091	99.3
	More than 12, up to 24 months	1	12.5	8	0.7
	TOTAL	8	100.0	1,099	100.0

3.6 RETENTION OF SENIORITY DURING ILLNESS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	228	72.4	15,949	62.3
	12 months or less	9	2.9	2,161	8.5
	More than 12, up to 24 months	2	0.6	216	0.8
	Graduated according to length of service	1	0.3	2	0.0
	Retained but maximum period not specified	75	23.8	7,256	28.4
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	34	82.9	20,806	98.2
	Graduated according to length of service	2	4.9	263	1.2
	Retained but maximum period not specified	5	12.2	130	0.6
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	471	73.6	59,327	72.8
	12 months or less	24	3.7	3,637	4.5
	More than 12, up to 24 months	7	1.0	744	0.9
	24 months or more	1	0.2	750	0.9
	Graduated according to length of service	5	0.8	1,890	2.3
	Retained but maximum period not specified	131	20.5	15,044	18.5
	Other	1	0.2	43	0.1
	TOTAL	640	100.0	81,435	100.0

3.7 PREFERENTIAL SENIORITY FOR UNION OFFICIALS AND/OR
EMPLOYEES WITH SPECIAL SKILLS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	177	92.7	14,061	87.8
	For employees with special skills	1	0.5	14	0.1
	For union officials	11	5.8	1,787	11.2
	For employees with special skills and for union officials	2	1.0	140	0.9
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	24	100.0	8,732	100.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	50	92.5	5,581	98.2
	For employees with special skills	1	1.9	15	0.3
	For union officials	3	5.6	85	1.5
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	297	94.3	24,856	97.2
	For employees with special skills	17	5.4	694	2.7
	For union officials	1	0.3	34	0.1
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	41	100.0	21,199	100.0
	TOTAL	41	100.0	21,199	100.0

3.7 PREFERENTIAL SENIORITY FOR UNION OFFICIALS AND/OR
EMPLOYEES WITH SPECIAL SKILLS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	604	94.4	78,666	96.6
	For employees with special skills	19	3.0	723	0.9
	For union officials	15	2.3	1,906	2.3
	For employees with special skills and for union officials	2	0.3	140	0.2
	TOTAL	640	100.0	81,435	100.0

SECTION 4

TECHNOLOGICAL CHANGE

NOTES TO SECTION 4

In Manitoba, The Labour Relations Act defines technological change to mean: (a) the introduction by an employer into his work, undertaking or business, of equipment or material of a different nature or kind than that previously used by him in the operation of the work, undertaking or business; and (b) a change in the manner in which the employer carries on the work, undertaking or business that is directly related to the introduction of that equipment or material.

Table 4.1 Technological Change - Advance Notice

Section 72 of The Labour Relations Act requires employers who are bound by a collective agreement to give written notice or at least 90 calendar days to the bargaining agent when they propose to effect a technological change that is likely to affect the terms and conditions or security of employment of a significant number of employees.

Those collective agreements making specific reference to advance notice in the case of technological change are reiterating the provision or adding variations or clarification to suit their particular situation.

When advance notice is given in days or weeks, the period is converted to the nearest full month.

Table 4.3 Technological Change - Employment Security

Attrition refers to arrangements which provide for an orderly reduction in a company's work force over a period of time. These arrangements either prohibit out-right or in some way limit the abolition of jobs by relying on quits, deaths and retirements to reduce the employer's work force rather than making such reductions through dismissals.

Table 4.4 Advance Notice of Lay-off in Case of Technological Change

Where notice is given as days or weeks, the conversion is made to months and rounded to the nearest full month.

NOTES TO SECTION 4 (CONT'D)

Table 4.6 Technological Change - Training or Retraining

This table refers to provisions that commit the employer to give certain employees affected by technological change an opportunity to qualify for available jobs through training or retraining.

Table 4.7 Technological Change - Relocation Allowance

This table refers to relocation from one plant to another in different cities, provinces, etc. due to lack of work because of technological change.

Table 4.8 Other Reference to Technological Change

This table refers to other provisions in collective agreements which relate to technological change. Many provisions coded here are severance pay plans in case of technological change.

4.1 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	50.0	637	27.7
	2 months	1	25.0	1,650	71.9
	3 months	1	25.0	9	0.4
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	150	78.5	12,198	76.2
	1 month	4	2.1	927	5.8
	2 months	2	1.1	159	1.0
	3 months	17	8.9	1,701	10.6
	4 to 6 months	5	2.6	130	0.8
	Mentioned but not specified	13	6.8	887	5.6
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	18	75.0	2,592	29.7
	3 months	5	20.8	5,806	66.5
	Mentioned but not specified	1	4.2	334	3.8
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	31	57.4	1,143	20.1
	3 months	21	38.9	4,499	79.2
	Mentioned but not specified	2	3.7	39	0.7
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	181	16.5
	3 months	2	25.0	118	10.7
	Mentioned but not specified	1	12.5	800	72.8
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	164	52.1	10,668	41.7
	1 month	1	0.3	35	0.1
	2 months	68	21.6	6,938	27.1
	3 months	59	18.7	5,763	22.5
	4 to 6 months	2	0.6	1,227	4.8
	Mentioned but not specified	21	6.7	953	3.8
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	27	65.9	3,855	18.2
	3 months	13	31.7	17,219	81.2
	Mentioned but not specified	1	2.4	125	0.6
	TOTAL	41	100.0	21,199	100.0

4.1 TECHNOLOGICAL CHANGE - ADVANCE NOTICE (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO	%
ALL INDUSTRIES	No provision	398	62.2	31,359	38.5
	1 month	5	0.8	962	1.2
	2 months	72	11.2	9,154	11.2
	3 months	118	18.4	35,456	43.5
	4 to 6 months	7	1.1	1,357	1.7
	Mentioned but not specified	40	6.3	3,147	3.9
	TOTAL	640	100.0	81,435	100.0

4.2 TECHNOLOGICAL CHANGE - JOINT CONSULTATION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	50.0	637	27.7
	Labour-management committee	1	25.0	1,650	71.9
	Joint consultation with no specific reference to committee	1	25.0	9	0.4
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	161	84.3	12,757	79.7
	Labour-management committee	12	6.3	1,371	8.6
	Joint consultation with no specific reference to committee	18	9.4	1,874	11.7
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	21	87.5	4,675	53.5
	Joint consultation with no specific reference to committee	3	12.5	4,057	46.5
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	49	90.7	5,080	89.4
	Labour-management committee	1	1.9	120	2.1
	Joint consultation with no specific reference to committee	4	7.4	481	8.5
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	257	23.4
	Labour-management committee	1	12.5	800	72.8
	Joint consultation with no specific reference to committee	1	12.5	42	3.8
	TOTAL	8	100.0	1,099	100.0

4.2 TECHNOLOGICAL CHANGE - JOINT CONSULTATION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	190	60.3	13,195	51.6
	Labour-management committee	1	0.3	23	0.1
	Joint consultation with no specific reference to committee	124	39.4	12,366	48.3
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	29	70.7	4,023	19.0
	Joint consultation with no specific reference to committee	12	29.3	17,176	81.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	460	71.9	41,059	50.4
	Labour-management committee	16	2.5	3,964	4.9
	Joint consultation with no specific reference to committee	164	25.6	36,412	44.7
	TOTAL	640	100.0	81,435	100.0

4.3 TECHNOLOGICAL CHANGE - EMPLOYMENT SECURITY

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	75.0	646	28.1
	Employment or wage guarantee	1	25.0	1,650	71.9
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	171	89.5	14,598	91.2
	Employment or wage guarantee;	9	4.7	733	4.6
	Attrition	2	1.1	58	0.4
	Redistribution of work	1	0.5	100	0.6
	Combination of guarantee, attrition and/or redistribution of work	7	3.7	489	3.1
	Other	1	0.5	24	0.1
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	23	95.8	7,496	85.8
	Employment or wage guarantee	1	4.2	1,236	14.2
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	47	87.0	4,599	81.0
	Employment or wage guarantee	2	3.7	17	0.3
	Redistribution of work	4	7.4	1,028	18.1
	Combination of guarantee, attrition and/or redistribution of work	1	1.9	37	0.6
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	312	99.0	25,366	99.1
	Employment or wage guarantee	3	1.0	218	0.9
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	38	92.7	18,038	85.1
	Employment or wage guarantee	1	2.5	10	0.0
	Redistribution of work	1	2.4	125	0.6
	Other	1	2.4	3,026	14.3
	TOTAL	41	100.0	21,199	100.0

4.3 TECHNOLOGICAL CHANGE - EMPLOYMENT SECURITY (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	604	94.4	72,334	88.8
	Employment or wage guarantee	18	2.8	4,214	5.2
	Attrition	2	0.3	58	0.1
	Redistribution of work	6	0.9	1,253	1.5
	Combination of guarantee, attrition and/or redistribution of work	8	1.3	526	0.6
	Other	2	0.3	3,050	3.8
	TOTAL	640	100.0	81,435	100.0

4.4 ADVANCE NOTICE OF LAY-OFF IN CASE OF TECHNOLOGICAL CHANGE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	75.0	646	28.1
	Mentioned but not specified	1	25.0	1,650	71.9
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	187	97.9	15,828	98.9
	Less than 1 month	1	0.5	20	0.1
	3 months	2	1.1	114	0.7
	6 months	1	0.5	40	0.3
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	23	95.8	6,732	77.1
	Mentioned but not specified	1	4.2	2,000	22.9
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	53	98.1	5,212	91.7
	3 months	1	1.9	469	8.3
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	297	94.3	24,870	97.2
	Mentioned but not specified	18	5.7	714	2.8
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	40	97.6	21,194	100.0
	3 months	1	2.4	5	0.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	614	95.9	76,423	93.8
	Less than 1 month	1	0.2	20	0.0
	3 months	4	0.6	588	0.7
	6 months	1	0.2	40	0.1
	Mentioned but not specified	20	3.1	4,364	5.4
	TOTAL	640	100.0	81,435	100.0

4.5 REOPENER CLAUSE IN CASE OF TECHNOLOGICAL CHANGE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	191	100.0	16,002	100.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	24	100.0	8,732	100.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	54	100.0	5,681	100.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	312	99.0	23,996	93.8
	Provision exists	3	1.0	1,588	6.2
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	41	100.0	21,199	100.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	637	99.5	79,847	98.0
	Provision exists	3	0.5	1,588	2.0
	TOTAL	640	100.0	81,435	100.0

4.6 TECHNOLOGICAL CHANGE - TRAINING OR RETRAINING

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	25.0	82	3.6
	Provision exists	3	75.0	2,214	96.4
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	153	80.1	13,160	82.2
	Provision exists	38	19.9	2,842	17.8
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	17	70.8	592	6.8
	Provision exists	7	29.2	8,140	93.2
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	32	59.3	1,269	22.3
	Provision exists	22	40.7	4,412	77.7
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	981	89.3
	Provision exists	2	25.0	118	10.7
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	305	96.8	22,990	89.9
	Provision exists	10	3.2	2,594	10.1
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	27	65.9	3,840	18.1
	Provision exists	14	34.1	17,359	81.9
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	542	84.7	42,999	52.8
	Provision exists	98	15.3	38,436	47.2
	TOTAL	640	100.0	81,435	100.0

4.7 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	191	100.0	16,002	100.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	22	91.7	5,808	66.5
	Provision exists	2	8.3	2,924	33.5
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	54	100.0	5,681	100.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	315	100.0	25,584	100.0
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	41	100.0	21,199	100.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	638	99.7	78,511	96.4
	Provision exists	2	0.3	2,924	3.6
	TOTAL	640	100.0	81,435	100.0

4.8 OTHER REFERENCE TO TECHNOLOGICAL CHANGE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	75.0	646	28.1
	Provision exists	1	25.0	1,650	71.9
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	172	90.1	14,821	92.6
	Provision exists	19	9.9	1,181	7.4
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	24	100.0	8,732	100.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	43	79.6	3,344	58.9
	Provision exists	11	20.4	2,337	41.1
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	299	27.2
	Provision exists	1	12.5	800	72.8
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	294	93.3	23,347	91.3
	Provision exists	21	6.7	2,237	8.7
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	41	100.0	21,199	100.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	586	91.6	72,880	89.5
	Provision exists	54	8.4	8,555	10.5
	TOTAL	640	100.0	81,435	100.0

SECTION 5

DAYS AND HOURS OF WORK

NOTES TO SECTION 5

Normal daily hours are the number of regular daily working hours worked by full-time employees upon which basic rates of pay and benefits are calculated.

Normal weekly hours are a minimal or required number of weekly hours for full-time employees upon which basic rates of pay and benefits are calculated.

Table 5.1 Normal Daily Hours

and

Table 5.2 Normal Weekly Hours

The Employment Standards Act defines standard hours of work as eight hours per day and 40 hours per week before overtime rates apply. Exceptions to these hours may be made through collective agreements or by order from the Manitoba Labour Board.

Table 5.5 Flexible Working Hours

Under flextime, working hours may be varied in two ways: a) employees may be allowed to vary their hours in any way they wish as long as certain "core" hours are worked and weekly or monthly total hourly requirements are met; or b) employees may be allowed several starting and finishing times.

The compressed workweek involves any re-arrangement of a work schedule that both reduces the number of days worked and increases the number of hours worked per day for a given cycle.

5.1 NORMAL DAILY HOURS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	8 hours	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	Hours not stated	3	1.6	76	0.4
	6 1/4 hours	1	0.5	127	0.8
	7 hours	2	1.1	89	0.6
	7 1/4 hours	2	1.0	183	1.1
	7 1/2 hours	13	6.8	592	3.7
	8 hours	155	81.2	13,358	83.5
	10 hours or more	2	1.0	44	0.3
	Varies for different groups of employees	7	3.7	316	2.0
	Varies with different seasons	1	0.5	800	5.0
	Irregular	4	2.1	412	2.6
	Cannot determine	1	0.5	5	0.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	7 1/4 hours	2	8.3	1,155	13.2
	7 1/2 hours	2	8.3	3,236	37.1
	8 hours	15	62.5	1,457	16.7
	Varies for different groups of employees	4	16.7	2,059	23.6
	Irregular	1	4.2	825	9.4
	TOTAL	24	100.0	8,732	100.0
TRADE	7 1/2 hours	7	13.0	296	5.2
	8 hours	28	51.8	1,114	19.6
	8 1/2 hours	1	1.9	5	0.1
	Varies for different groups of employees	2	3.7	400	7.0
	Irregular	15	27.8	3,846	67.7
	Other	1	1.8	20	0.4
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	7 1/4 hours	3	37.5	918	83.5
	7 1/2 hours	1	12.5	56	5.1
	8 hours	4	50.0	125	11.4
	TOTAL	8	100.0	1,099	100.0

5.1 NORMAL DAILY HOURS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	Hours not stated	10	3.2	1,594	6.2
	6 hours	14	4.4	29	0.1
	7 hours	17	5.4	572	2.2
	7 1/4 hours	1	0.3	580	2.3
	7 1/2 hours	10	3.2	327	1.3
	7 3/4 hours	140	44.4	11,908	46.6
	8 hours	82	26.0	4,608	18.0
	Varies for different groups of employees	17	5.4	4,868	19.0
	Varies with different seasons	1	0.3	25	0.1
	Irregular	3	1.0	622	2.4
	Cannot determine	19	6.1	443	1.8
	Other	1	0.3	8	0.0
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	Hours not stated	3	7.3	710	3.4
	7 hours	1	2.4	2	0.0
	7 1/4 hours	6	14.7	3,557	16.8
	8 hours	13	31.7	3,862	18.2
	10 hours or more	1	2.4	50	0.2
	Varies for different groups of employees	14	34.2	11,960	56.4
	Irregular	2	4.9	998	4.7
	Cannot determine	1	2.4	60	0.3
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	Hours not stated	16	2.5	2,380	2.9
	6 hours	14	2.2	29	0.1
	6 1/4 hours	1	0.2	127	0.2
	7 hours	20	3.1	663	0.8
	7 1/4 hours	14	2.2	6,393	7.9
	7 1/2 hours	33	5.2	4,507	5.5
	7 3/4 hours	140	21.9	11,908	14.6
	8 hours	304	47.5	27,662	34.0
	8 1/2 hours	1	0.2	5	0.0
	10 hours or more	3	0.4	94	0.1
	Varies for different groups of employees	44	6.8	19,603	24.1
	Varies with different seasons	2	0.3	825	1.0
	Irregular	25	3.9	6,703	8.2
	Cannot determine	21	3.3	508	0.6
	Other	2	0.3	28	0.0
	TOTAL	640	100.0	81,435	100.0

5.2 NORMAL WEEKLY HOURS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	40 hours	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	Hours not stated	1	0.5	45	0.3
	35 hours	2	1.0	89	0.6
	36 1/4 to 36 1/2 hours	3	1.6	310	1.9
	37 hours	13	6.8	592	3.7
	38 to 38 3/4 hours	3	1.6	353	2.2
	40 hours	160	83.8	13,448	84.0
	Varies for different groups of employees	7	3.7	306	1.9
	Varies with different seasons	1	0.5	800	5.0
	Irregular	1	0.5	59	0.4
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	36 1/4 to 36 1/2 hours	2	8.3	1,155	13.2
	37 hours	2	8.3	3,236	37.1
	40 hours	15	62.5	1,457	16.7
	42 1/2 to 44 hours	1	4.2	34	0.4
	Varies for different groups of employees	3	12.5	2,025	23.2
	Irregular	1	4.2	825	9.4
	TOTAL	24	100.0	8,732	100.0
TRADE	36 1/4 to 36 1/2 hours	1	1.9	75	1.3
	37 hours	6	11.1	221	3.9
	38 to 38 3/4 hours	13	24.0	3,802	66.9
	39 to 39 1/2 hours	2	3.7	39	0.7
	40 hours	28	51.8	1,114	19.6
	42 1/2 to 44 hours	1	1.9	5	0.1
	Varies for different groups of employees	2	3.7	400	7.1
	Irregular	1	1.9	25	0.4
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	36 1/4 to 36 1/2 hours	3	37.5	918	83.5
	37 hours	1	12.5	56	5.1
	40 hours	4	50.0	125	11.4
	TOTAL	8	100.0	1,099	100.0

5.2 NORMAL WEEKLY HOURS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	Hours not stated	11	3.5	1,555	6.1
	30 hours	12	3.8	16	0.1
	34 to 34 1/2 hours	2	0.6	23	0.1
	35 hours	18	5.7	594	2.3
	36 1/4 to 36 1/2 hours	2	0.6	644	2.5
	37 hours	9	2.9	310	1.2
	38 to 38 3/4 hours	142	45.1	12,990	50.8
	40 hours	81	25.7	4,578	17.9
	Varies for different groups of employees	16	5.1	4,324	16.9
	Varies with different seasons	1	0.3	25	0.1
	Irregular	18	5.7	52	0.2
	Cannot determine	3	1.0	473	1.8
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	Hours not stated	2	4.9	705	3.3
	35 hours	1	2.4	2	0.0
	36 1/4 to 36 1/2 hours	7	17.1	3,617	17.1
	40 hours	16	39.0	5,090	24.0
	42 1/2 to 44 hours	1	2.4	15	0.1
	Varies for different groups of employees	12	29.3	10,737	50.6
	Irregular	2	4.9	1,033	4.9
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	Hours not stated	14	2.2	2,305	2.8
	30 hours	12	1.9	16	0.0
	34 to 34 1/2 hours	2	0.3	23	0.0
	35 hours	21	3.3	685	0.8
	36 1/4 to 36 1/2 hours	18	2.8	6,719	8.3
	37 hours	31	4.8	4,415	5.4
	38 to 38 3/4 hours	158	24.7	17,145	21.1
	39 to 39 1/2 hours	2	0.3	39	0.0
	40 hours	311	48.6	28,950	35.6
	42 1/2 to 44 hours	3	0.5	54	0.1
	Varies for different groups of employees	40	6.2	17,792	21.8
	Varies with different seasons	2	0.3	825	1.0
	Irregular	23	3.6	1,994	2.5
	Cannot determine	3	0.5	473	0.6
	TOTAL	640	100.0	81,435	100.0

5.3 NORMAL WORK WEEK (IN DAYS PER WEEK)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	5 days	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	3	1.6	76	0.5
	4 days	2	1.0	44	0.3
	5 days	178	93.2	14,836	92.7
	Varies for different groups of employees	4	2.1	108	0.7
	Varies for different seasons	2	1.1	925	5.8
	Irregular	1	0.5	8	0.0
	Cannot determine	1	0.5	5	0.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	1	4.2	8	0.1
	5 days	19	79.1	7,525	86.2
	Varies for different groups of employees	3	12.5	374	4.3
	Irregular	1	4.2	825	9.4
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	1	1.9	3	0.0
	5 days	52	96.2	5,641	99.3
	Irregular	1	1.9	37	0.7
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	5 days	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	37	11.8	4,997	19.6
	5 days	211	67.0	16,733	65.4
	Varies for different groups of employees	7	2.2	726	2.8
	Irregular	54	17.1	1,978	7.7
	Reference to hours not days	2	0.6	605	2.4
	Cannot determine	4	1.3	545	2.1
	TOTAL	315	100.0	25,584	100.0

5.3 NORMAL WORK WEEK (IN DAYS PER WEEK) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	5	12.2	765	3.6
	5 days	21	51.2	8,802	41.5
	Varies for different groups of employees	9	22.0	9,864	46.5
	Varies with different seasons	1	2.4	47	0.2
	Irregular	2	4.9	1,033	4.9
	Reference to hours not days	1	2.4	52	0.3
	Cannot determine	2	4.9	636	3.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	48	7.5	6,256	7.7
	4 days	2	0.3	44	0.1
	5 days	495	77.3	57,367	70.4
	Varies for different groups of employees	23	3.6	11,072	13.6
	Varies with different seasons	3	0.5	972	1.2
	Irregular	59	9.2	3,881	4.8
	Reference to hours not days	3	0.5	657	0.8
	Cannot determine	7	1.1	1,186	1.4
	TOTAL	640	100.0	81,435	100.0

5.4 WEEKLY REST PERIOD FOR CONTINUOUS OPERATION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	185	96.9	15,339	95.8
	1 day	1	0.5	60	0.4
	2 days	5	2.6	603	3.8
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	24	100.0	8,732	100.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	47	87.0	3,401	59.9
	2 days	7	13.0	2,280	40.1
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	261	82.9	18,548	72.5
	1 day	1	0.3	80	0.3
	2 days	53	16.8	6,956	27.2
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	38	92.7	19,924	94.0
	2 days	3	7.3	1,275	6.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	570	89.1	70,181	86.2
	1 day	2	0.3	140	0.2
	2 days	68	10.6	11,114	13.6
	TOTAL	640	100.0	81,435	100.0

5.5 FLEXIBLE WORKING HOURS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	180	94.2	15,520	97.0
	5 day week, flextime	2	1.1	103	0.6
	Compressed work week	9	4.7	379	2.4
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	16	66.7	4,698	53.8
	Compressed work week	8	33.3	4,034	46.2
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	52	96.3	5,281	93.0
	Compressed work week	2	3.7	400	7.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	299	27.2
	Compressed work week	1	12.5	800	72.8
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	264	83.8	18,616	72.7
	5 day week, flextime	2	0.6	1,691	6.6
	Compressed work week	48	15.3	5,260	20.6
	Other	1	0.3	17	0.1
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	28	68.3	6,210	29.3
	5 day week, flextime	8	19.5	9,582	45.2
	Compressed work week	4	9.8	5,232	24.7
	Other	1	2.4	175	0.8
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	554	86.5	53,762	66.0
	5 day week, flextime	12	1.9	11,376	14.0
	Compressed work week	72	11.3	16,105	19.8
	Other	2	0.3	192	0.2
	TOTAL	640	100.0	81,435	100.0

SECTION 5

OVERTIME

NOTES TO SECTION 6

Overtime may be defined as time worked in excess of the regular or standard number of hours fixed by statute or collective agreement. Rates of pay for overtime are normally defined as pay rates higher than straight-time pay for time actually worked.

Under Manitoba legislation, the minimum overtime rate is one and one-half times the regular rate of pay and generally overtime is paid for all hours worked in excess of eight in a day and 40 in a week.

Table 6.5 Overtime Rates for Work on a Paid Holiday

A paid holiday may be defined as a holiday on which employees receive their normal pay although not required or scheduled to work on that day.

Under The Employment Standards Act, employees who work on a paid general holiday must be paid their regular rate of pay for that day, and in addition to that, one and one-half times the regular rate of pay for all hours worked on the general holiday.

Employees of gasoline stations, hospitals, hotels, restaurants, continuously operating plants, amusement places, seasonal industries (excluding the construction industry) and domestic services are not entitled to be paid for working on a general holiday if they are given compensatory time off with pay from their employer.

If employees do not qualify to be paid for the general holiday but work on that day, then they must receive one and one-half times their regular wages.

There are seven paid general holidays. They are: New Year's Day, Good Friday, Victoria Day, Canada Day, Labour Day, Thanksgiving Day and Christmas Day.

Table 6.6 Right to Refuse Overtime

"Other" in this table includes situations where some employees have voluntary overtime and others do not.

Overtime is generally considered to be voluntary except as otherwise provided for in the collective agreement.

6.1 OVERTIME COMPENSATION AFTER NORMAL DAILY HOURS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	1 1/2x for all hours	2	50.0	2,205	96.0
	1 1/2x for 1 1/2 to 2 hours, then 2x	1	25.0	9	0.4
	Other	1	25.0	82	3.6
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	7	3.6	233	1.5
	1 1/2x for all hours	80	41.9	7,257	45.3
	1 1/2x for 1 1/2 to 2 hours, then 2x	32	16.8	2,827	17.7
	1 1/2x for 3 to 4 hours, then 2x	67	35.1	5,285	33.0
	1 1/2x for 4 1/2 to 9 hours, then 2x	2	1.0	270	1.7
	2x for all hours	3	1.6	130	0.8
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	1	4.2	26	0.3
	1 1/2x for all hours	8	33.4	124	1.4
	1 1/2x for 1 1/2 to 2 hours, then 2x	5	20.8	1,993	22.8
	1 1/2x for 3 to 4 hours, then 2x	5	20.8	1,325	15.2
	2x for all hours	5	20.8	5,264	60.3
	TOTAL	24	100.0	8,732	100.0
TRADE	1 1/2x for all hours	33	61.1	4,387	77.2
	1 1/2x for 1 1/2 to 2 hours, then 2x	2	3.7	170	3.0
	1 1/2x for 3 to 4 hours, then 2x	16	29.6	747	13.2
	1 1/2x for 4 1/2 to 9 hours, then 2x	1	1.9	360	6.3
	2x for all hours	2	3.7	17	0.3
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	1	12.5	10	0.9
	1 1/2x for all hours	4	50.0	974	88.6
	1 1/2x for 3 to 4 hours, then 2x	3	37.5	115	10.5
	TOTAL	8	100.0	1,099	100.0

6.1 OVERTIME COMPENSATION AFTER NORMAL DAILY HOURS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	14	4.5	2,108	8.3
	1 1/2x for all hours	104	33.0	4,143	16.2
	1 1/2x for 1 1/2 to 2 hours, then 2x	20	6.4	1,008	3.9
	1 1/2x for 3 to 4 hours, then 2x	151	47.9	15,230	59.5
	1 1/2x for 4 1/2 to 9 hours, then 2x	2	0.6	69	0.3
	2x for all hours	19	6.0	2,545	9.9
	Other	5	1.6	481	1.9
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	5	12.2	989	4.7
	1 1/2x for all hours	22	53.7	14,480	68.3
	1 1/2x for 1 1/2 to 2 hours, then 2x	2	4.9	3,190	15.0
	1 1/2x for 3 to 4 hours, then 2x	11	26.8	2,501	11.8
	Other	1	2.4	39	0.2
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	29	4.5	3,716	4.6
	1 1/2x for all hours	255	39.9	34,062	41.8
	1 1/2x for 1 1/2 to 2 hours, then 2x	62	9.7	9,197	11.3
	1 1/2x for 3 to 4 hours, then 2x	253	39.5	25,203	30.9
	1 1/2x for 4 1/2 to 9 hours, then 2x	5	0.8	699	0.9
	2x for all hours	29	4.5	7,956	9.8
	Other	7	1.1	602	0.7
	TOTAL	640	100.0	81,435	100.0

6.2 OVERTIME COMPENSATION AFTER NORMAL WEEKLY HOURS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	25.0	82	3.6
	1 1/2x for all hours	3	75.0	2,214	96.4
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	90	47.1	6,892	43.1
	1x for 1 hour, then 2x	1	0.5	85	0.5
	1x for 8 hours, then 2x	1	0.5	18	0.1
	1 1/2x for all hours	47	24.6	4,563	28.5
	1 1/2x for 1 to 2 hours, then 2x	8	4.2	825	5.2
	1 1/2x for 3 to 4 hours, then 2x	23	12.1	934	5.8
	1 1/2x for 4 1/2 to 9 hours, then 2x	18	9.4	2,475	15.5
	2x for all hours	2	1.1	200	1.2
	Other	1	0.5	10	0.1
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	7	29.2	2,134	24.4
	1 1/2x for all hours	7	29.2	125	1.4
	1 1/2x for 1 to 2 hours, then 2x	3	12.5	1,166	13.4
	1 1/2x for 3 to 4 hours, then 2x	2	8.3	43	0.5
	2x for all hours	5	20.8	5,264	60.3
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	12	22.2	427	7.5
	1 1/2x for all hours	28	51.8	4,226	74.4
	1 1/2x for 3 to 4 hours, then 2x	10	18.5	577	10.2
	1 1/2x for 4 1/2 to 9 hours, then 2x	2	3.7	362	6.4
	2x for all hours	1	1.9	14	0.2
	2 1/2x for all hours	1	1.9	75	1.3
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	959	87.3
	1 1/2x for all hours	2	25.0	132	12.0
	1 1/2x for 3 to 4 hours, then 2x	1	12.5	8	0.7
	TOTAL	8	100.0	1,099	100.0

6.2 OVERTIME COMPENSATION AFTER NORMAL WEEKLY HOURS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	118	37.5	9,049	35.4
	1 1/2x for all hours	92	29.2	3,616	14.1
	1 1/2x for 1 to 2 hours, then 2x	12	3.8	575	2.2
	1 1/2x for 3 to 4 hours, then 2x	75	23.8	9,379	36.7
	1 1/2x for 4 1/2 to 9 hours, then 2x	1	0.3	9	0.0
	2x for all hours	13	4.1	2,520	9.9
	Other	4	1.3	436	1.7
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	23	56.1	18,379	86.7
	1 1/2x for all hours	10	24.4	301	1.4
	1 1/2x for 1 to 2 hours, then 2x	1	2.4	164	0.8
	1 1/2x for 3 to 4 hours, then 2x	7	17.1	2,355	11.1
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	259	40.4	38,764	47.6
	1x for 1 hour, then 2x	1	0.2	85	0.1
	1x for 8 hours, then 2x	1	0.2	18	0.0
	1 1/2x for all hours	189	29.5	15,177	18.6
	1 1/2x for 1 to 2 hours, then 2x	24	3.7	2,730	3.4
	1 1/2x for 3 to 4 hours, then 2x	118	18.4	13,296	16.3
	1 1/2x for 4 1/2 to 9 hours, then 2x	21	3.3	2,846	3.5
	2x for all hours	21	3.3	7,998	9.8
	2 1/2x for all hours	1	0.2	75	0.1
	Other	5	0.8	446	0.6
	TOTAL	640	100.0	81,435	100.0

6.3 OVERTIME COMPENSATION ON SATURDAY OR SIXTH DAY
(NOT NORMALLY WORKED)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	25.0	1,650	71.8
	1 1/2x for all hours	2	50.0	564	24.6
	Other	1	25.0	82	3.6
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	38	19.9	2,467	15.4
	1x for 4 hours, then 2x	1	0.5	85	0.5
	1 1/2x for all hours	69	36.1	6,111	38.2
	1 1/2x for 2 to 3 hours, then 2x	13	6.8	1,091	6.8
	1 1/2x for 4 to 4 1/2 hours, then 2x	30	15.7	2,815	17.6
	1 1/2x for 5 to 9 hours, then 2x	15	7.9	1,854	11.6
	2x for all hours	19	9.9	1,270	7.9
	2 1/2x for all hours	2	1.1	232	1.5
	Other	4	2.1	77	0.5
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	8	33.3	4,161	47.7
	1 1/2x for all hours	5	20.8	68	0.8
	1 1/2x for 2 to 3 hours, then 2x	1	4.2	7	0.1
	1 1/2 for 5 to 9 hours, then 2x	2	8.3	43	0.5
	2x for all hours	7	29.2	3,628	41.5
	Other	1	4.2	825	9.4
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	20	37.0	695	12.2
	1 1/2x for all hours	10	18.5	342	6.0
	1 1/2x for 2 to 3 hours, then 2x	1	1.9	42	0.8
	1 1/2x for 4 to 4 1/2 hours, then 2x	6	11.1	646	11.4
	1 1/2x for 5 to 9 hours, then 2x	2	3.7	18	0.3
	2x for all hours	15	27.8	3,938	69.3
	TOTAL	54	100.0	5,681	100.0

6.3 OVERTIME COMPENSATION ON SATURDAY OR SIXTH DAY
(NOT NORMALLY WORKED) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	No provision	3	37.5	74	6.7
	1 1/2x for 4 to 4 1/2 hours, then 2x	4	50.0	1,013	92.2
	2x for all hours	1	12.5	12	1.1
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	201	63.8	15,675	61.2
	1 1/2x for all hours	14	4.4	1,018	4.0
	1 1/2x for 2 to 3 hours, then 2x	1	0.3	24	0.1
	1 1/2x for 4 to 4 1/2 hours, then 2x	6	1.9	198	0.8
	1 1/2x for 5 to 9 hours, then 2x	3	1.0	132	0.5
	2x for all hours	84	26.7	7,696	30.1
	Other	6	1.9	841	3.3
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	19	46.4	3,453	16.3
	1 1/2x for all hours	9	21.9	1,875	8.9
	1 1/2x for 4 to 4 1/2 hours, then 2x	8	19.5	12,366	58.3
	2x for all hours	5	12.2	3,505	16.5
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	291	45.5	28,582	35.1
	1x for 4 hours, then 2x	1	0.2	85	0.1
	1 1/2x for all hours	110	17.2	10,328	12.7
	1 1/2x for 2 to 3 hours, then 2x	16	2.5	1,164	1.4
	1 1/2x for 4 to 4 1/2 hours, then 2x	54	8.4	17,038	20.9
	1 1/2x for 5 to 9 hours, then 2x	23	3.6	2,132	2.6
	2x for all hours	131	20.4	20,049	24.6
	2 1/2x for all hours	2	0.3	232	0.3
	Other	12	1.9	1,825	2.3
	TOTAL	640	100.0	81,435	100.0

6.4 OVERTIME COMPENSATION ON SUNDAY OR SEVENTH DAY
(NOT NORMALLY WORKED)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	2x for all hours	2	50.0	564	24.6
	2 1/2x for all hours	1	25.0	1,650	71.9
	Other	1	25.0	82	3.5
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	57	29.8	4,081	25.5
	1x for 4 hours, then 2x	1	0.5	85	0.5
	1 1/2x for all hours	16	8.4	2,048	12.8
	1 1/2x for 2 to 4 hours, then 2x	1	0.5	135	0.9
	1 1/2x for 7 1/2 to 8 hours, then 2x	2	1.1	39	0.2
	2x for all hours	104	54.5	8,997	56.2
	2x for 4 hours, then 2 1/2x	1	0.5	45	0.3
	2 1/2x for all hours	4	2.1	294	1.8
	Other	5	2.6	278	1.8
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	9	37.5	4,133	47.3
	1 1/2x for all hours	3	12.5	43	0.5
	1 1/2x for 7 1/2 to 8 hours, then 2x	1	4.2	7	0.1
	2x for all hours	10	41.6	3,724	42.6
	Other	1	4.2	825	9.5
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	8	14.8	216	3.8
	1 1/2x for all hours	4	7.4	55	1.0
	1 1/2x for 7 1/2 to 8 hours, then 2x	1	1.9	15	0.2
	2x for all hours	41	75.9	5,395	95.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	2	25.0	66	6.0
	1 1/2x for 2 to 4 hours, then 2x	1	12.5	95	8.6
	2x for all hours	5	62.5	938	85.4
	TOTAL	8	100.0	1,099	100.0

6.4 OVERTIME COMPENSATION ON SUNDAY OR SEVENTH DAY
(NOT NORMALLY WORKED) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	181	57.5	15,632	61.1
	1 1/2x for all hours	8	2.5	795	3.1
	1 1/2x for 2 to 4 hours, then 2x	1	0.3	20	0.1
	2x for all hours	121	38.4	8,300	32.4
	Other	4	1.3	837	3.3
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	16	39.1	3,334	15.7
	1 1/2x for all hours	1	2.4	13	0.1
	1 1/2x for 8 hours, then 2 1/2x	1	2.4	58	0.3
	2x for all hours	23	56.1	17,794	83.9
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	273	42.6	27,462	33.7
	1x for 4 hours, then 2x	1	0.2	85	0.1
	1 1/2x for all hours	32	5.0	2,954	3.6
	1 1/2x for 2 to 4 hours, then 2x	4	0.6	257	0.3
	1 1/2x for 7 1/2 to 8 hours, then 2x	5	0.8	546	0.7
	1 1/2x for 8 hours, then 2 1/2x	1	0.2	58	0.1
	2x for all hours	307	47.9	46,062	56.5
	2x for 4 hours, then 2 1/2x	1	0.2	45	0.1
	2 1/2x for all hours	5	0.8	1,944	2.4
	Other	11	1.7	2,022	2.5
	TOTAL	640	100.0	81,435	100.0

6.5 OVERTIME RATES FOR WORK ON A PAID HOLIDAY

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	2x plus day off with pay or extra day's pay	1	25.0	9	0.4
	1 1/2x plus day off with pay or extra day's pay	2	50.0	2,205	96.0
	Other	1	25.0	82	3.6
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	20	10.5	1,752	10.9
	1 1/2x	10	5.2	455	2.8
	2x	17	8.9	1,755	11.0
	2 1/2x	6	3.1	210	1.3
	3x	34	17.8	3,403	21.3
	2x plus day off with pay or extra day's pay	53	27.8	4,692	29.3
	1 1/2x plus day off with pay or extra day's pay	44	23.0	3,484	21.8
	Other	7	3.7	251	1.6
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	3	12.5	1,246	14.3
	1 1/2x	2	8.3	32	0.4
	2 1/2x	1	4.2	8	0.1
	3x	1	4.2	334	3.8
	2x plus day off with pay or extra day's pay	9	37.5	6,934	79.4
	1 1/2x plus day off with pay or extra day's pay	6	25.0	158	1.8
	Other	2	8.3	20	0.2
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	9	16.7	387	6.8
	1 1/2x	3	5.6	110	1.9
	2x	3	5.6	427	7.5
	2 1/2x	1	1.8	104	1.8
	3x	3	5.6	59	1.1
	2x plus day off with pay or extra day's pay	26	48.1	4,390	77.3
	1 1/2x plus day off with pay or extra day's pay	9	16.6	204	3.6
	TOTAL	54	100.0	5,681	100.0

6.5 OVERTIME RATE FOR WORK ON A PAID HOLIDAY (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	No provision	1	12.5	56	5.1
	2 1/2x	1	12.5	76	6.9
	2x plus day off with pay or extra day's pay	1	12.5	8	0.7
	1 1/2x plus day off with pay or extra day's pay	5	62.5	959	87.3
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	31	9.8	2,813	11.0
	1 1/2x	3	1.0	258	1.0
	1 3/4x	1	0.3	111	0.4
	2x	14	4.4	1,361	5.3
	2 1/2x	62	19.7	3,571	14.0
	3x	1	0.3	50	0.2
	2x plus day off with pay or extra day's pay	34	10.8	3,792	14.8
	1 1/2x plus day off with pay or extra day's pay	158	50.2	11,173	43.7
	Other	11	3.5	2,455	9.6
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	6	14.6	859	4.0
	1 1/2x	4	9.8	3,051	14.4
	2x	1	2.4	43	0.2
	2 1/2x	3	7.3	123	0.6
	3x	1	2.4	5	0.0
	2x plus day off with pay or extra day's pay	4	9.8	330	1.6
	1 1/2x plus day off with pay or extra day's pay	22	53.7	16,788	79.2
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	70	10.9	7,113	8.8
	1 1/2x	22	3.4	3,906	4.8
	1 3/4x	1	0.2	111	0.1
	2x	35	5.5	3,586	4.4
	2 1/2x	74	11.6	4,092	5.0
	3x	40	6.2	3,851	4.7
	2x plus day off with pay or extra day's pay	128	20.0	20,155	24.8
	1 1/2x plus day off with pay or extra day's pay	249	38.9	35,813	44.0
	Other	21	3.3	2,802	3.4
	TOTAL	640	100.0	81,435	100.0

6.6 RIGHT TO REFUSE OVERTIME

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	25.0	82	3.6
	Right to refuse	2	50.0	564	24.6
	Modified right to refuse	1	25.0	1,650	71.8
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	114	59.7	9,041	56.5
	Right to refuse	27	14.1	2,510	15.7
	Modified right to refuse	25	13.1	2,670	16.7
	No right to refuse	24	12.6	1,686	10.5
	Other	1	0.5	95	0.6
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	15	62.5	5,512	63.1
	Right to refuse	1	4.2	17	0.2
	Modified right to refuse	8	33.3	3,203	36.7
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	25	46.3	937	16.5
	Right to refuse	8	14.8	1,107	19.5
	Modified right to refuse	21	38.9	3,637	64.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	299	27.2
	Right to refuse	1	12.5	800	72.8
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	242	76.8	17,229	67.3
	Right to refuse	6	1.9	170	0.7
	Modified right to refuse	64	20.3	8,102	31.7
	No right to refuse	2	0.7	39	0.1
	Other	1	0.3	44	0.2
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	39	95.1	21,146	99.7
	Modified right to refuse	2	4.9	53	0.3
	TOTAL	41	100.0	21,199	100.0

6.6 RIGHT TO REFUSE OVERTIME (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	446	69.7	55,088	67.6
	Right to refuse	45	7.0	5,168	6.4
	Modified right to refuse	121	18.9	19,315	23.7
	No right to refuse	26	4.1	1,725	2.1
	Other	2	0.3	139	0.2
	TOTAL	640	100.0	81,435	100.0

6.7 EQUAL DISTRIBUTION OF OVERTIME AMONG EMPLOYEES

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Distribution among employees within a department	1	25.0	82	3.5
	Distribution among employees within an occupation and/or wage bracket	1	25.0	9	0.4
	Distribution within a department by occupation and/or wage bracket	1	25.0	555	24.2
	Overtime is equitably distributed amongst those "qualified"	1	25.0	1,650	71.9
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	152	79.6	11,772	73.6
	Distribution on a plant-wide basis	6	3.1	541	3.4
	Distribution among employees within a department	7	3.7	1,048	6.5
	Distribution among employees within an occupation and/or wage bracket	8	4.2	931	5.8
	Overtime is equitably distributed but preference given to senior employees	1	0.5	9	0.1
	Overtime is equitably distributed amongst those "qualified"	17	8.9	1,701	10.6
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	19	79.2	6,142	70.3
	Overtime is equitably distributed amongst those "qualified"	4	16.7	1,354	15.5
	Other	1	4.1	1,236	14.2
	TOTAL	24	100.0	8,732	100.0

6.7 EQUAL DISTRIBUTION OF OVERTIME AMONG EMPLOYEES (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
TRADE	No provision	39	72.2	2,822	49.7
	Distribution on a plant-wide basis	1	1.9	30	0.5
	Distribution among employees within an occupation and/or wage bracket	1	1.9	11	0.2
	Overtime is equitably distributed but preference given to senior employees	2	3.7	14	0.3
	Overtime is equitably distributed amongst those "qualified"	10	18.5	2,786	49.0
	Other	1	1.8	18	0.3
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	1,033	94.0
	Overtime is equitably distributed amongst those "qualified"	1	12.5	56	5.1
	Other	1	12.5	10	0.9
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	182	57.7	11,634	45.4
	Distribution on a plant-wide basis	3	1.0	173	0.7
	Distribution among employees within a department	1	0.3	1,107	4.3
	Overtime is equitably distributed but preference given to senior employees	4	1.3	2,292	9.0
	Overtime is equitably distributed amongst those "qualified"	125	39.7	10,378	40.6
	TOTAL	315	100.0	25,584	100.0

6.7 EQUAL DISTRIBUTION OF OVERTIME AMONG EMPLOYEES (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	28	68.3	17,734	83.6
	Distribution on a plant-wide basis	4	9.8	208	1.0
	Distribution among employees within an occupation and/or wage bracket	1	2.4	3,026	14.3
	Overtime is equitably distributed amongst those "qualified"	6	14.6	178	0.8
	Other	2	4.9	53	0.3
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	428	66.8	51,894	63.7
	Distribution on a plant-wide basis	14	2.2	952	1.2
	Distribution among employees within a department	9	1.4	2,237	2.8
	Distribution among employees within an occupation and/or wage bracket	11	1.7	3,977	4.9
	Distribution within a department by occupation and/or wage bracket	1	0.2	555	0.7
	Overtime is equitably distributed but preference is given to senior employees	7	1.1	2,315	2.8
	Overtime is equitably distributed amongst those "qualified"	165	25.8	18,188	22.3
	Other	5	0.8	1,317	1.6
	TOTAL	640	100.0	81,435	100.0

6.8 TIME OFF OR COMPENSATION FOR OVERTIME

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	173	90.6	14,818	92.6
	Pay only	8	4.2	588	3.7
	Full compensatory time off	1	0.5	157	1.0
	Choice of pay and/or compensatory time off	9	4.7	439	2.7
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	19	79.1	4,746	54.4
	Full compensatory time off	1	4.2	825	9.4
	Choice of pay and/or compensatory time off	4	16.7	3,161	36.2
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	39	72.2	2,433	42.8
	Pay only	12	22.2	2,864	50.4
	Choice of pay and/or compensatory time off	3	5.6	384	6.8
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	2	25.0	103	9.4
	Choice of pay and/or compensatory time off	6	75.0	996	90.6
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	131	41.6	8,364	32.7
	Pay only	4	1.3	209	0.8
	Full compensatory time off	1	0.3	70	0.3
	Choice of pay and/or compensatory time off	179	56.8	16,941	66.2
	TOTAL	315	100.0	25,584	100.0

6.8 TIME OFF OR COMPENSATION FOR OVERTIME (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	15	36.6	2,069	9.8
	Full compensatory time off	3	7.3	259	1.2
	Choice of pay and/or compensatory time off	23	56.1	18,871	89.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	386	60.3	35,671	43.8
	Pay only	24	3.8	3,661	4.5
	Full compensatory time off	6	0.9	1,311	1.6
	Choice of pay and/or compensatory time off	224	35.0	40,792	50.1
	TOTAL	640	100.0	81,435	100.0

SECTION 7

PREMIUM PAY

NOTES TO SECTION 7

Premium pay may be defined as pay over and above straight time pay for time actually worked, including contractual overtime for excess hours, clock time hours and special days, pay for idle time and absences.

Table 7.1 Shift Premium (Second Shift)

and

Table 7.2 Shift Premium (Third Shift)

A shift premium may be defined as a premium which may be a percentage, a flat sum or a time allowance paid to workers other than the day shift to compensate them for inconvenient working hours.

Table 7.5 Premium Pay for Broken or Split Shifts

A broken or split shift refers to the division of an employee's daily working time into two or more working periods to meet peak needs.

7.1 SHIFT PREMIUM (SECOND SHIFT)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	22¢ to 24¢ per hour	1	25.0	82	3.6
	25¢ per hour	1	25.0	555	24.2
	30¢ per hour	1	25.0	1,650	71.8
	35¢ per hour	1	25.0	9	0.4
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	71	37.2	4,650	29.1
	7¢ to 18¢ per hour	9	4.7	251	1.6
	20¢ per hour	8	4.2	800	5.0
	22¢ to 24¢ per hour	1	0.5	110	0.7
	25¢ per hour	20	10.5	2,159	13.5
	26¢ to 28¢ per hour	4	2.1	298	1.9
	30¢ per hour	17	8.9	2,320	14.5
	31¢ to 32¢ per hour	3	1.6	727	4.5
	35¢ per hour	14	7.3	921	5.8
	37¢ to 39¢ per hour	1	0.5	110	0.7
	40¢ per hour	12	6.3	2,020	12.6
	45¢ per hour	4	2.1	248	1.5
	50¢ per hour	7	3.7	359	2.2
	55¢ to 90¢ per hour	7	3.7	265	1.6
	3% to 4% of regular rate	8	4.2	473	3.0
	Paid for more hours than worked	1	0.5	8	0.0
	Mentioned but not specified	1	0.5	75	0.5
	Varies by occupation	2	1.0	83	0.5
	Other	1	0.5	125	0.8
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	6	25.0	76	0.9
	7¢ to 18¢ per hour	3	12.5	88	1.0
	20¢ per hour	2	8.3	52	0.6
	30¢ per hour	1	4.2	10	0.1
	35¢ per hour	1	4.2	8	0.1
	40¢ per hour	8	33.3	6,685	76.6
	45¢ per hour	1	4.2	1,239	14.2
	3% to 4% of regular shift	1	4.2	240	2.7
	Varies by occupation	1	4.1	334	3.8
	TOTAL	24	100.0	8,732	100.0

7.1 SHIFT PREMIUM (SECOND SHIFT) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
TRADE	No provision	21	38.9	653	11.5
	22¢ to 24¢ per hour	1	1.9	15	0.3
	25¢ per hour	4	7.4	94	1.7
	30¢ per hour	2	3.7	108	1.9
	40¢ per hour	1	1.9	104	1.8
	45¢ per hour	3	5.5	395	6.9
	50¢ per hour	5	9.3	312	5.5
	55¢ to 90¢ per hour	15	27.8	3,920	69.0
	3% to 4% of regular rate	1	1.8	30	0.5
	Paid for more hours than worked	1	1.8	50	0.9
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	192	17.5
	37¢ to 39¢ per hour	1	12.5	95	8.6
	45¢ per hour	1	12.5	12	1.1
	\$2.80 to \$3.50 per shift	1	12.5	800	72.8
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	126	40.0	7,258	28.4
	7¢ to 18¢ per hour	4	1.3	214	0.8
	20¢ per hour	2	0.7	339	1.3
	35¢ per hour	7	2.2	451	1.8
	37¢ to 39¢ per hour	2	0.7	2,093	8.2
	40¢ per hour	144	45.7	14,788	57.8
	45¢ per hour	7	2.2	183	0.7
	50¢ per hour	1	0.3	44	0.2
	\$2.80 to \$3.50 per shift	1	0.3	64	0.2
	\$40.00 per month	1	0.3	40	0.1
	15% to 20% of regular rate	17	5.4	42	0.2
	Paid for more hours than worked	1	0.3	19	0.1
	Other	2	0.6	49	0.2
	TOTAL	315	100.0	25,584	100.0

7.1 SHIFT PREMIUM (SECOND SHIFT) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	22	53.6	4,087	19.3
	20¢ per hour	2	4.9	65	0.3
	25¢ per hour	2	4.9	140	0.7
	30¢ per hour	5	12.2	1,308	6.2
	35¢ per hour	1	2.4	58	0.3
	40¢ per hour	2	4.9	3,190	15.0
	\$2.80 to \$3.50 per shift	7	17.1	12,351	58.2
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	251	39.2	16,916	20.8
	7¢ to 18¢ per hour	16	2.5	553	0.7
	2¢ per hour	14	2.2	1,256	1.5
	22¢ to 24¢ per hour	3	0.5	207	0.3
	25¢ per hour	27	4.2	2,948	3.6
	26¢ to 28¢ per hour	4	0.6	298	0.4
	30¢ per hour	27	4.2	5,803	7.1
	31¢ to 32¢ per hour	4	0.6	1,077	1.3
	35¢ per hour	24	3.7	1,447	1.8
	37¢ to 39¢ per hour	5	0.8	2,383	2.9
	40¢ per hour	167	26.1	26,787	32.9
	45¢ per hour	16	2.5	2,077	2.5
	50¢ per hour	13	2.0	715	0.9
	55¢ to 90¢ per hour	22	3.4	4,185	5.1
	\$2.80 to \$3.50 per shift	9	1.4	13,215	16.2
	\$40.00 per month	1	0.1	40	0.1
	3% to 4% of regular rate	10	1.6	743	0.9
	15% to 20% of regular rate	17	2.7	42	0.1
	Paid for more hours than worked	3	0.5	77	0.1
	Mentioned but not specified	1	0.2	75	0.1
	Varies by occupation	3	0.5	417	0.5
	Other	3	0.5	174	0.2
	TOTAL	640	100.0	81,435	100.0

7.2 SHIFT PREMIUM (THIRD SHIFT)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	25¢ per hour	1	25.0	555	24.2
	30¢ per hour	1	25.0	82	3.6
	35¢ to 38¢ per hour	1	25.0	1,650	71.8
	50¢ per hour	1	25.0	9	0.4
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	71	37.2	4,707	29.4
	9¢ to 24¢ per hour	16	8.4	766	4.8
	25¢ per hour	17	8.9	2,000	12.5
	27¢ to 28¢ per hour	2	1.1	40	0.3
	30¢ per hour	10	5.2	1,664	10.4
	31¢ to 33¢ per hour	6	3.2	1,082	6.8
	35¢ to 38¢ per hour	17	8.9	2,242	14.0
	40¢ per hour	10	5.2	663	4.1
	42¢ to 47¢ per hour	9	4.7	429	2.7
	50¢ per hour	4	2.1	79	0.5
	55¢ to 75¢ per hour	10	5.2	832	5.2
	80¢ to \$1.00 per hour	3	1.6	115	0.7
	3 1/2% to 7% of regular rate	6	3.1	465	2.9
	10% to 15% of regular rate	1	0.5	3	0.0
	Paid for more hours than worked	4	2.1	616	3.8
	Mentioned but not specified	1	0.5	75	0.5
	Varies by occupation	1	0.5	59	0.4
	Other	3	1.6	165	1.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	9	37.5	395	4.5
	9¢ to 24¢ per hour	3	12.5	61	0.7
	30¢ per hour	1	4.2	10	0.1
	35¢ to 38¢ per hour	1	4.2	8	0.1
	40¢ per hour	5	20.8	3,039	34.8
	42¢ to 47¢ per hour	1	4.2	1,239	14.2
	50¢ per hour	3	12.5	3,646	41.8
	Varies by occupation	1	4.1	334	3.8
	TOTAL	24	100.0	8,732	100.0

7.2 SHIFT PREMIUM (THIRD SHIFT) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
TRADE	No provision	30	55.6	1,840	32.4
	9¢ to 24¢ per hour	1	1.8	15	0.3
	25¢ per hour	4	7.4	149	2.6
	42¢ to 47¢ per hour	5	9.2	594	10.5
	50¢ per hour	2	3.7	41	0.7
	55¢ to 75¢ per hour	10	18.5	2,962	52.1
	10% to 15% of regular rate	1	1.9	30	0.5
	Paid for more hours than worked	1	1.9	50	0.9
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	192	17.5
	35¢ to 38¢ per hour	1	12.5	95	8.6
	42¢ to 47¢ per hour	1	12.5	12	1.1
	\$2.00 to \$3.50 per shift	1	12.5	800	72.8
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	139	44.1	7,101	27.7
	9¢ to 24¢ per hour	6	1.9	553	2.2
	25¢ per hour	1	0.3	40	0.2
	30¢ per hour	1	0.3	62	0.2
	35¢ to 38¢ per hour	8	2.5	2,488	9.7
	40¢ per hour	144	45.7	14,788	57.8
	42¢ to 47¢ per hour	7	2.2	183	0.7
	50¢ per hour	2	0.7	111	0.4
	\$2.00 to \$3.50 per shift	2	0.7	133	0.5
	\$40.00 monthly	1	0.3	40	0.2
	10% to 15% of regular rate	1	0.3	17	0.1
	Paid for more hours than worked	1	0.3	19	0.1
	Other	2	0.7	49	0.2
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	22	53.6	4,087	19.3
	25¢ per hour	2	4.9	65	0.3
	30¢ per hour	7	17.1	1,448	6.8
	35¢ to 38¢ per hour	1	2.4	58	0.3
	40¢ per hour	2	4.9	3,190	15.0
	\$2.00 to \$3.50 per shift	7	17.1	12,351	58.3
	TOTAL	41	100.0	21,199	100.0

7.2 SHIFT PREMIUM (THIRD SHIFT) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	276	43.1	18,322	22.5
	9¢ to 24¢ per hour	26	4.1	1,395	1.7
	25¢ per hour	25	3.9	2,809	3.5
	27¢ to 28¢ per hour	2	0.3	40	0.0
	30¢ per hour	20	3.1	3,266	4.0
	31¢ to 33¢ per hour	7	1.1	1,432	1.8
	35¢ to 38¢ per hour	29	4.5	6,541	8.0
	40¢ per hour	162	25.3	22,087	27.1
	42¢ to 47¢ per hour	24	3.7	2,542	3.1
	50¢ per hour	12	1.9	3,886	4.8
	55¢ to 75¢ per hour	20	3.1	3,794	4.7
	80¢ to \$1.00 per hour	3	0.5	115	0.1
	\$2.00 to \$3.50 per shift	10	1.6	13,284	16.3
	\$40.00 monthly	1	0.2	40	0.0
	3 1/2% to 7% of regular rate	6	0.9	465	0.6
	10% to 15% of regular rate	3	0.5	50	0.1
	Paid for more hours than worked	6	0.9	685	0.8
	Mentioned but not specified	1	0.2	75	0.1
	Varies by occupation	2	0.3	393	0.5
	Other	5	0.8	214	0.3
TOTAL		640	100.0	81,435	100.0

7.3 PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SATURDAY

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	188	98.5	15,741	98.4
	20¢ to 25¢ per hour	1	0.5	157	1.0
	75¢ per hour	1	0.5	80	0.5
	\$3.50 to \$6.00 per shift	1	0.5	24	0.1
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	20	83.3	4,846	55.5
	\$1.10 per hour	3	12.5	3,646	41.8
	6% of regular rate	1	4.2	240	2.7
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	54	100.0	5,681	100.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	313	99.4	25,218	98.6
	20¢ to 25¢ per hour	1	0.3	302	1.2
	\$3.50 to \$6.00 per shift	1	0.3	64	0.2
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	39	95.1	18,009	85.0
	40¢ per hour	2	4.9	3,190	15.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	629	98.2	73,732	90.5
	20¢ to 25¢ per hour	2	0.3	459	0.6
	40¢ per hour	2	0.3	3,190	3.9
	75¢ per hour	1	0.2	80	0.1
	\$1.10 per hour	3	0.5	3,646	4.5
	\$3.50 to \$6.00 per shift	2	0.3	88	0.1
	6% of regular rate	1	0.2	240	0.3
	TOTAL	640	100.0	81,435	100.0

7.4 PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SUNDAY

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	50.0	91	4.0
	\$1.00 to \$2.00 per hour	2	50.0	2,205	96.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	175	91.6	14,547	90.9
	15¢ to 40¢ per hour	4	2.2	243	1.5
	70¢ to 75¢ per hour	5	2.6	677	4.3
	\$1.00 to \$2.00 per hour	5	2.6	476	3.0
	\$10.00 per shift	1	0.5	24	0.1
	6% to 50% of regular rate	1	0.5	35	0.2
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	19	79.2	2,747	31.5
	\$1.00 to \$2.00 per hour	2	8.3	2,821	32.3
	6% to 50% of regular rate	3	12.5	3,164	36.2
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	54	100.0	5,681	100.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	312	99.0	25,149	98.3
	15¢ to 40¢ per hour	1	0.4	302	1.2
	\$1.00 to \$3.50 per shift	2	0.6	133	0.5
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	32	78.2	17,743	83.7
	15¢ to 40¢ per hour	3	7.3	3,195	15.1
	70¢ to 75¢ per hour	1	2.4	43	0.2
	\$1.00 to \$2.00 per hour	3	7.3	110	0.5
	\$1.00 to \$3.50 per shift	1	2.4	20	0.1
	Other	1	2.4	88	0.4
	TOTAL	41	100.0	21,199	100.0

7.4 PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SUNDAY (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	605	94.5	67,899	83.4
	15¢ to 40¢ per hour	8	1.2	3,740	4.6
	70¢ to 75¢ per hour	6	0.9	720	0.9
	\$1.00 to \$2.00 per hour	12	1.9	5,612	6.9
	\$1.00 to \$3.50 per shift	3	0.5	153	0.2
	\$10.00 per shift	1	0.2	24	0.0
	6% to 50% of regular rate	4	0.6	3,199	3.9
	Other	1	0.2	88	0.1
	TOTAL	640	100.0	81,435	100.0

7.5 PREMIUM PAY FOR BROKEN OR SPLIT SHIFTS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	190	99.5	15,977	99.8
	Provision exists	1	0.5	25	0.2
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	21	87.5	7,431	85.1
	Provision exists	3	12.5	1,301	14.9
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	54	100.0	5,681	100.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	292	92.7	24,990	97.7
	Provision exists	23	7.3	594	2.3
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	41	100.0	21,199	100.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	613	95.8	79,515	97.6
	Provision exists	27	4.2	1,920	2.4
	TOTAL	640	100.0	81,435	100.0

7.6 PREMIUM PAY FOR DIRTY WORK

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	50.0	1,732	75.4
	Provision exists	2	50.0	564	24.6
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	187	97.9	15,442	96.5
	Provision exists	4	2.1	560	3.5
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	24	100.0	8,732	100.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	53	98.1	5,593	98.5
	Provision exists	1	1.9	88	1.5
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	313	99.4	24,985	97.7
	Provision exists	2	0.6	599	2.3
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	39	95.1	18,160	85.7
	Provision exists	2	4.9	3,039	14.3
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	629	98.3	76,585	94.0
	Provision exists	11	1.7	4,850	6.0
	TOTAL	640	100.0	81,435	100.0

7.7 PREMIUM PAY FOR HAZARDOUS OR DANGEROUS WORK

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	75.0	1,741	75.8
	Provision exists	1	25.0	555	24.2
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	181	94.8	15,293	95.6
	Provision exists	10	5.2	709	4.4
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	21	87.5	3,808	43.6
	Provision exists	3	12.5	4,924	56.3
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	54	100.0	5,681	100.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	309	98.1	24,960	97.6
	Provision exists	6	1.9	624	2.4
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	39	95.1	16,905	79.7
	Provision exists	2	4.9	4,294	20.3
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	617	96.4	69,922	85.9
	Provision exists	23	3.6	11,513	14.1
	TOTAL	640	100.0	81,435	100.0

SECTION 8

PAY GUARANTEES

NOTES TO SECTION 8

Table 8.1 Reporting Pay Guarantees

Reporting pay provisions specify that an employee will be guaranteed a minimum number of hours of work or pay in lieu of work if he reports for work on his regular schedule or for scheduled weekend, holiday or overtime work, and finds no work available or less work than can be done in the guaranteed period.

Regulation E110-R1 under The Employment Standards Act generally provides that an employer pay an employee for not less than three hours at the minimum wage if an employee reports for work.

Table 8.2 Call-in (Back) Pay Guarantees

Call-in or call-back pay provisions specify that an employee will be guaranteed a certain amount of pay or hours of work if he is called back after he has gone home, or if he is called in to work before his normal scheduled hours on regular working days or on non-scheduled days (Saturday, Sunday, sixth and seventh days, scheduled days off).

Table 8.3 Stand-by Pay

Stand-by pay is an allowance granted to a worker available or "on call" for work outside his regular working hours.

8.1 REPORTING PAY GUARANTEES

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	4 hours	3	75.0	1,741	75.8
	Depends if employee works	1	25.0	555	24.2
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	59	30.9	3,052	19.1
	2 hours	6	3.1	345	2.2
	3 hours	6	3.1	276	1.7
	4 hours	89	46.6	9,541	59.6
	5 hours	1	0.5	75	0.5
	6 hours	3	1.6	310	1.9
	7 1/2 hours	3	1.6	154	1.0
	8 hours	19	9.9	2,184	13.6
	Varies for different groups of employees	4	2.2	30	0.2
	Other	1	0.5	35	0.2
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	14	58.3	5,054	57.9
	3 hours	1	4.2	36	0.4
	4 hours	4	16.7	2,143	24.5
	7 hours	1	4.2	7	0.1
	8 hours	2	8.3	13	0.2
	Depends if employee works	2	8.3	1,479	16.9
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	21	38.8	2,623	46.2
	2 hours	1	1.9	3	0.0
	4 hours	31	57.4	3,050	53.7
	8 1/2 hours	1	1.9	5	0.1
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	982	89.4
	3 hours	1	12.5	10	0.9
	4 hours	2	25.0	107	9.7
	TOTAL	8	100.0	1,099	100.0

8.1 REPORTING PAY GUARANTEES (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	135	42.9	10,793	42.2
	2 hours	1	0.3	137	0.5
	3 hours	79	25.1	7,924	31.0
	4 hours	27	8.6	651	2.5
	7 hours	1	0.3	34	0.1
	7 1/2 hours	1	0.3	90	0.4
	7 3/4 hours	1	0.3	1,330	5.2
	8 hours	2	0.6	57	0.2
	Depends if employee works	68	21.6	4,568	17.9
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	31	75.6	20,723	97.8
	2 hours	5	12.2	360	1.7
	3 hours	3	7.4	91	0.4
	Depends if employee works	1	2.4	20	0.1
	Other	1	2.4	5	0.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	265	41.4	43,227	53.1
	2 hours	14	2.2	1,252	1.5
	3 hours	91	14.2	8,687	10.7
	4 hours	157	24.5	17,318	21.3
	5 hours	1	0.2	75	0.1
	6 hours	3	0.4	310	0.4
	7 hours	2	0.3	41	0.1
	7 1/2 hours	4	0.6	244	0.3
	7 3/4 hours	1	0.2	1,330	1.6
	8 hours	23	3.6	2,254	2.8
	8 1/2 hours	1	0.2	5	0.0
	Depends if employee works	72	11.3	6,622	8.1
	Varies for different groups of employees	4	0.6	30	0.0
	Other	2	0.3	40	0.0
	TOTAL	640	100.0	81,435	100.0

8.2 CALL-IN (BACK) PAY GUARANTEES

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	4 hours at 1 1/2x	1	25.0	555	24.2
	Minimum of 4 hours or actual hours at premium rate, whichever is greater	1	25.0	1,650	71.8
	5 hours at 1x	1	25.0	82	3.6
	6 hours at 1x	1	25.0	9	0.4
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	80	41.9	5,231	32.7
	1 1/2 hours at 2x	1	0.5	80	0.5
	2 hours at 1x	2	1.0	520	3.2
	2 hours at 1 1/2x	2	1.0	66	0.4
	2 hours at 2x	14	7.4	1,417	8.9
	Minimum of 2 hours or actual hours at premium rate, whichever is greater	2	1.0	91	0.6
	3 hours at 1x	3	1.6	112	0.7
	3 hours at 1 1/2x	1	0.5	43	0.3
	3 hours at 2x	2	1.0	108	0.7
	Minimum of 3 hours at applicable overtime rate	8	4.2	841	5.3
	4 hours at 1x	17	8.9	1,960	12.2
	4 hours at 1 1/2x	23	12.1	2,202	13.8
	4 hours at 2x	3	1.6	229	1.4
	Minimum of 4 hours, rate not specified	5	2.6	493	3.1
	Minimum of 4 hours or actual hours at premium rate, whichever is greater	10	5.3	604	3.8
	Minimum of 4 hours at applicable overtime rate	13	6.8	1,480	9.2
	Cannot determine	3	1.6	86	0.5
	Other	2	1.0	439	2.7
	TOTAL	191	100.0	16,002	100.0

8.2 CALL-IN (BACK) PAY GUARANTEES (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	6	25.0	516	5.9
	2 hours at 2x	6	25.0	6,577	75.3
	3 hours at 1x	1	4.2	9	0.1
	3 hours at 1 1/2x	1	4.2	15	0.2
	3 hours at 2x	1	4.2	240	2.7
	Minimum of 3 hours at applicable overtime rate	2	8.3	44	0.5
	4 hours at 1x	1	4.2	6	0.1
	4 hours at 1 1/2x	3	12.5	63	0.7
	Minimum of 4 hours, rate not specified	1	4.2	18	0.2
	Minimum of 4 hours or actual hours at premium rate, whichever is greater	1	4.1	8	0.1
	Other	1	4.1	1,236	14.2
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	32	59.3	3,237	57.0
	2 hours at 2x	1	1.9	15	0.2
	Minimum of 2 hours at applicable overtime rate	2	3.7	143	2.5
	Minimum of 3 hours at applicable overtime rate	1	1.8	6	0.1
	4 hours at 1x	10	18.5	1,668	29.4
	4 hours at 1 1/2x	2	3.7	80	1.4
	Minimum of 4 hours, rate not specified	2	3.7	116	2.0
	Minimum of 4 hours or actual hours at premium rate, whichever is greater	1	1.8	9	0.2
	Minimum of 4 hours at applicable overtime rate	3	5.6	407	7.2
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	1	12.5	56	5.1
	2 hours at 2x	1	12.5	8	0.7
	Minimum of 2 hours at applicable overtime rate	1	12.5	10	0.9
	3 hours at 1 1/2x	1	12.5	76	6.9
	Minimum of 3 hours at applicable overtime rate	4	50.0	949	86.4
	TOTAL	8	100.0	1,099	100.0

8.2 CALL-IN (BACK) PAY GUARANTEES (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	88	28.0	3,725	14.5
	2 hours at 1x	1	0.3	52	0.2
	2 hours at 1 1/2x	13	4.1	1,015	3.9
	2 hours at 2x	18	5.7	2,754	10.8
	Minimum of 2 hours at applicable overtime rate	10	3.2	888	3.5
	3 hours at 1x	5	1.6	429	1.7
	3 hours at 1 1/2x	21	6.7	3,382	13.2
	3 hours at 2x	2	0.6	366	1.4
	Minimum of 3 hours, rate not specified	3	1.0	385	1.5
	Minimum of 3 hours at applicable overtime rate	129	41.0	11,436	44.7
	4 hours at 1x	2	0.6	64	0.2
	4 hours at 1 1/2x	4	1.3	253	1.0
	4 hours at 2x	1	0.3	17	0.1
	Minimum of 4 hours, rate not specified	2	0.6	21	0.1
	Minimum of 4 hours at applicable overtime rate	7	2.2	270	1.1
	4 1/2 hours at 1x	1	0.3	75	0.3
	Minimum of 7 1/2 hours, rate not specified	1	0.3	20	0.1
	Cannot determine	1	0.3	141	0.6
	Other	6	1.9	291	1.1
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	7	17.1	1,084	5.0
	Minimum of 1 hour, rate not specified	1	2.4	50	0.3
	2 hours at 1 1/2x	4	9.8	1,068	5.1
	Minimum of 2 hours, rate not specified	1	2.4	47	0.2
	Minimum of 2 hours at applicable overtime rate	3	7.3	58	0.3
	3 hours at 1 1/2x	1	2.4	5	0.0
	3 hours at 2x	1	2.4	15	0.1
	Minimum of 3 hours, rate not specified	1	2.4	5	0.0
	Minimum of 3 hours at applicable overtime rate	13	31.7	14,206	67.0
	4 hours at 1x	2	4.9	127	0.6
	Minimum of 4 hours or actual hours at premium rate, whichever is greater	1	2.5	52	0.2
	Minimum of 4 hours at applicable overtime rate	3	7.3	1,268	6.0
	Cannot determine	2	4.9	188	0.9
	Other	1	2.5	3,026	14.3
	TOTAL	41	100.0	21,199	100.0

8.2 CALL-IN (BACK) PAY GUARANTEES (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	214	33.4	13,849	17.0
	Minimum of 1 hour, rate not specified	1	0.2	50	0.1
	1 1/2 hours at 2x	1	0.2	80	0.1
	2 hours at 1x	3	0.5	572	0.7
	2 hours at 1 1/2x	19	3.0	2,149	2.6
	2 hours at 2x	40	6.2	10,771	13.2
	Minimum of 2 hours, rate not specified	1	0.2	47	0.1
	Minimum of 2 hours or actual hours at premium rate, whichever is greater	2	0.3	91	0.1
	Minimum of 2 hours at applicable overtime rate	16	2.5	1,099	1.4
	3 hours at 1x	9	1.4	550	0.7
	3 hours at 1 1/2x	25	3.9	3,521	4.3
	3 hours at 2x	6	0.9	729	0.9
	Minimum of 3 hours, rate not specified	4	0.6	390	0.5
	Minimum of 3 hours at applicable overtime rate	157	24.5	27,482	33.7
	4 hours at 1x	32	5.0	3,825	4.7
	4 hours at 1 1/2x	34	5.3	3,238	4.0
	4 hours at 2x	4	0.6	246	0.3
	Minimum of 4 hours, rate not specified	11	1.7	1,055	1.3
	Minimum of 4 hours or actual hours at premium rate, whichever is greater	14	2.2	2,323	2.9
	Minimum of 4 hours at applicable overtime rate	27	4.2	3,775	4.6
	4 1/2 hours at 1x	1	0.2	75	0.1
	5 hours at 1x	1	0.2	82	0.1
	6 hours at 1x	1	0.2	9	0.0
	Minimum of 7 1/2 hours, rate not specified	1	0.1	20	0.0
	Cannot determine	6	0.9	415	0.5
	Other	10	1.6	4,992	6.1
	TOTAL	640	100.0	81,435	100.0

8.3 STAND-BY PAY

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	189	99.0	15,931	99.6
	Other	2	1.0	71	0.4
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	22	91.6	6,398	73.3
	Flat amount	1	4.2	2,000	22.9
	Other	1	4.2	334	3.8
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	54	100.0	5,681	100.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	171	54.3	11,502	45.0
	4 hours pay or less	20	6.4	3,602	14.1
	Flat amount	115	36.5	10,076	39.4
	Percentage of hourly rate	1	0.3	9	0.0
	Stand-by at overtime rate	3	1.0	209	0.8
	Other	5	1.5	186	0.7
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	23	56.1	5,783	27.3
	4 hours pay or less	7	17.1	5,342	25.2
	More than 4 hours pay	1	2.4	13	0.1
	Flat amount	8	19.6	7,283	34.3
	Stand-by at overtime rate	1	2.4	175	0.8
	Other	1	2.4	2,603	12.3
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	474	74.0	49,532	60.8
	4 hours pay or less	27	4.2	8,944	11.0
	More than 4 hours pay	1	0.2	13	0.0
	Flat amount	124	19.4	19,359	23.8
	Percentage of hourly rate	1	0.2	9	0.0
	Stand-by at overtime rate	4	0.6	384	0.5
	Other	9	1.4	3,194	3.9
	TOTAL	640	100.0	81,435	100.0

8.4 PAY GUARANTEE DURING MACHINERY BREAKDOWN

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	160	83.8	13,665	85.4
	Full compensation for time lost	2	1.0	155	1.0
	Partial compensation for				
	time lost	5	2.6	466	2.9
	Other	24	12.6	1,716	10.7
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	22	91.6	8,691	99.5
	Full compensation for time lost	1	4.2	15	0.2
	Flat rate compensation for				
	time lost	1	4.2	26	0.3
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	47	87.0	3,421	60.2
	Partial compensation for				
	time lost	1	1.9	10	0.2
	Other	6	11.1	2,250	39.6
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	314	99.7	25,534	99.8
	Full compensation for time lost	1	0.3	50	0.2
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	41	100.0	21,199	100.0
	TOTAL	41	100.0	21,199	100.0

8.4 PAY GUARANTEE DURING MACHINERY BREAKDOWN (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	599	93.6	76,747	94.2
	Full compensation for time lost	4	0.6	220	0.3
	Partial compensation for time lost	6	0.9	476	0.6
	Flat rate compensation for time lost	1	0.2	26	0.0
	Other	30	4.7	3,966	4.9
	TOTAL	640	100.0	81,435	100.0

8.5 PAY GUARANTEE DURING ADVERSE WEATHER CONDITIONS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	188	98.5	15,873	99.2
	Full compensation for time lost	1	0.5	60	0.4
	Partial compensation for time lost	1	0.5	19	0.1
	Other	1	0.5	50	0.3
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	23	95.8	6,732	77.1
	Partial compensation for time lost	1	4.2	2,000	22.9
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	35	64.8	1,757	30.9
	Full compensation for time lost	17	31.5	3,889	68.5
	Partial compensation for time lost	2	3.7	35	0.6
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	314	99.7	25,522	99.8
	Other	1	0.3	62	0.2
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	40	97.6	21,074	99.4
	Full compensation for time lost	1	2.4	125	0.6
	TOTAL	41	100.0	21,199	100.0

8.5 PAY GUARANTEE DURING ADVERSE WEATHER CONDITIONS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	615	96.1	75,195	92.3
	Full compensation for time lost	19	3.0	4,074	5.0
	Partial compensation for time lost	4	0.6	2,054	2.5
	Other	2	0.3	112	0.2
	TOTAL	640	100.0	81,435	100.0

8.6 GUARANTEED EMPLOYMENT OR EARNINGS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	187	98.0	15,058	94.1
	Weekly guarantee for all employees	1	0.5	800	5.0
	Annual guarantee for all employees	1	0.5	20	0.1
	Annual guarantee for certain categories of employees only	1	0.5	59	0.4
	Other	1	0.5	65	0.4
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	20	83.3	8,664	99.2
	Weekly guarantee for all employees	3	12.5	60	0.7
	Weekly guarantee for certain categories of employees only	1	4.2	8	0.1
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	52	96.2	5,668	99.7
	Weekly guarantee for all employees	1	1.9	10	0.2
	Monthly guarantee for certain categories of employees only	1	1.9	3	0.1
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0

8.6 GUARANTEED EMPLOYMENT OR EARNINGS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	295	93.7	25,471	99.5
	Weekly guarantee for all employees	3	1.0	45	0.2
	Monthly guarantee for all employees	1	0.3	43	0.2
	Annual guarantee for all employees	16	5.0	25	0.1
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	41	100.0	21,199	100.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	610	95.2	80,297	98.5
	Weekly guarantee for all employees	8	1.2	915	1.1
	Weekly guarantee for certain categories of employees only	1	0.2	8	0.0
	Monthly guarantee for all employees	1	0.2	43	0.1
	Monthly guarantee for certain categories of employees only	1	0.2	3	0.0
	Annual guarantee for all employees	17	2.6	45	0.1
	Annual guarantee for certain categories of employees only	1	0.2	59	0.1
	Other	1	0.2	65	0.1
	TOTAL	640	100.0	81,435	100.0

8.7 WAGE INCENTIVES

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	75.0	646	28.1
	Combination of wage incentive plans	1	25.0	1,650	71.9
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	148	77.5	12,916	80.7
	Individual wage incentive plan	1	0.5	30	0.2
	Group incentive plan	1	0.5	115	0.7
	Piece-rate incentive plan	36	18.9	2,848	17.8
	Combination of wage incentive plans	2	1.0	8	0.1
	Wage incentive plan mentioned but no details	3	1.6	85	0.5
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	23	95.8	8,706	99.7
	Piece-rate incentive plan	1	4.2	26	0.3
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	54	100.0	5,681	100.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	1,023	93.1
	Group incentive plan	1	12.5	76	6.9
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	313	99.4	25,487	99.6
	Wage incentive plan mentioned but no details	1	0.3	42	0.2
	Other	1	0.3	55	0.2
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	40	97.6	21,074	99.4
	Individual wage incentive plan	1	2.4	125	0.6
	TOTAL	41	100.0	21,199	100.0

8.7 WAGE INCENTIVES (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	589	92.0	75,940	93.2
	Individual wage incentive plan	2	0.3	155	0.2
	Group incentive plan	2	0.3	191	0.2
	Piece-rate incentive plan	39	6.1	3,309	4.1
	Combination of wage incentive plans	3	0.5	1,658	2.0
	Wage incentive plan mentioned but no details	4	0.6	127	0.2
	Other	1	0.2	55	0.1
	TOTAL	640	100.0	81,435	100.0

8.8 PAY ON DAY OF INJURY

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	50.0	91	4.0
	Payment for remainder of day or shift	2	50.0	2,205	96.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	113	59.1	7,088	44.3
	Payment for remainder of day or shift	75	39.3	8,809	55.1
	Payment for remainder of day or shift up to a specific point	2	1.1	100	0.6
	Other	1	0.5	5	0.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	17	70.9	7,813	89.5
	Payment for remainder of day or shift	5	20.8	60	0.7
	Payment supplementing workers' compensation and payments for remainder of day or shift	2	8.3	859	9.8
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	43	79.6	2,859	50.3
	Payment for remainder of day or shift	11	20.4	2,822	49.7
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	1,091	99.3
	Payment for remainder of day or shift	1	12.5	8	0.7
	TOTAL	8	100.0	1,099	100.0

8.8 PAY ON DAY OF INJURY (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	304	96.5	24,920	97.4
	Payment for remainder of day or shift	10	3.2	630	2.5
	Payment for remainder of day or shift up to a specific point	1	0.3	34	0.1
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	33	80.5	19,864	93.7
	Payment for remainder of day or shift	6	14.6	112	0.5
	Payment supplementing workers' compensation and payments for remainder of day or shift	2	4.9	1,223	5.8
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	520	81.2	63,811	78.3
	Payment for remainder of day or shift	112	17.5	15,403	18.9
	Payment for remainder of day or shift up to a specific point	3	0.5	134	0.2
	Payment supplementing workers' compensation and payments for remainder of day or shift	4	0.6	2,082	2.6
	Other	1	0.2	5	0.0
	TOTAL	640	100.0	81,435	100.0

SECTION 9

PAID HOLIDAYS

NOTES TO SECTION 9

A paid holiday is a holiday for which employees receive their normal pay although not required or scheduled to work on that day.

Table 9.1 Eligibility for Paid Holidays - Minimum Service

and

Table 9.2 Work Requirement for Paid Holidays

Under The Employment Standards Act, in order to qualify for general holiday pay, an employee must have earned wages on 15 of the 30 calendar days immediately prior to the holiday and be available for work on both the day before and the day after the holiday. Vacation time, sick leave and other authorized leaves are considered as being available for work.

Table 9.3 Number of Paid Holidays Per Year

The Employment Standards Act provides for seven paid general holidays:

New Year's Day
Good Friday
Victoria Day
Canada Day
Labour Day
Thanksgiving Day
Christmas Day

A special act governs the observance of Remembrance Day in Manitoba. It is not a paid holiday under the legislation. If November 11 occurs on a working day, employees have the day off but there is no legislative requirement that they be paid.

NOTES TO SECTION 9 (CONT'D)

Information collected in 1983 shows that the incidence and corresponding percentages for non-legislated paid holidays in the 640 collective agreements examined are as follows:

	<u>Number of Collective Agreements</u>	<u>%</u>	<u>Number of Employees Affected</u>	<u>%</u>
Boxing Day	601	93.9	80,038	98.3
New Year's Eve (entire day)	17	2.7	2,311	2.8
New Year's Eve (half day)	28	4.4	3,553	4.4
Christmas Eve Day (entire day)	24	3.8	2,317	2.8
Christmas Eve Day (half day)	54	8.4	24,730	30.4
Easter Monday	90	14.1	32,860	40.4
August Civic Holiday	596	93.1	79,358	97.4
Employee's Birthday	9	1.4	1,481	1.8
Heritage Day	19	3.0	1,888	2.3
Easter Sunday	20	3.1	292	0.4
Floating Holiday	53	8.3	7,278	8.9
Second Floating Holiday	9	1.4	1,051	1.3
Three or More Floating Holidays	16	2.5	2,164	2.7
Company Declared Holiday	30	4.7	5,741	7.0
Remembrance Day	612	95.6	79,284	97.4

Although there is no legislative requirement that Remembrance Day be paid if it occurs on a regular working day, the analysis showed that 612 (95.6%) agreements affecting 79,284 (97.4%) employees granted the day off with pay.

See Table 6.5 for information on overtime and premium rates for work on a paid general holiday.

NOTES TO SECTION 9 (CONT'D)

Table 9.4 Pay for Holiday Falling on Saturday or Sixth Day
(Not Normally Worked)

and

Table 9.5 Pay for Holiday Falling on Sunday or Seventh Day
(Not Normally Worked)

Under The Employment Standards Act, when New Year's Day, Canada Day or Christmas Day falls on a Saturday or Sunday that is a non-working day, the employee is entitled to a holiday with pay on the working day immediately preceding or following the general holiday.

Table 9.6 Provision Concerning Paid Holiday Falling on
Scheduled Day-off (No Reference to Saturday
or Sunday)

Under The Employment Standards Act where a general holiday falls on a non-working day for an employee, that employee is entitled to a day off with pay at some future date.

9.1 ELIGIBILITY FOR PAID HOLIDAY - MINIMUM SERVICE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	25.0	9	0.4
	Compliance with Employment Standards Act	1	25.0	82	3.6
	Requirements less stringent than Employment Standards Act	2	50.0	2,205	96.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	125	65.5	9,676	60.5
	Compliance with Employment Standards Act	43	22.5	4,070	25.4
	Requirements less stringent than Employment Standards Act	18	9.4	1,760	11.0
	Requirements greater than Employment Standards Act	5	2.6	496	3.1
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	14	58.3	4,640	53.1
	Compliance with Employment Standards Act	6	25.0	4,034	46.2
	Requirements less stringent than Employment Standards Act	4	16.7	58	0.7
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	35	64.8	1,591	28.0
	Compliance with Employment Standards Act	6	11.1	186	3.3
	Requirements less stringent than Employment Standards Act	13	24.1	3,904	68.7
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	4	50.0	182	16.6
	Compliance with Employment Standards Act	4	50.0	917	83.4
	TOTAL	8	100.0	1,099	100.0

9.1 ELIGIBILITY FOR PAID HOLIDAY - MINIMUM SERVICE (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	277	87.9	21,193	82.8
	Compliance with Employment Standards Act	22	7.0	1,311	5.1
	Requirements less stringent than Employment Standards Act	16	5.1	3,080	12.1
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	39	95.1	21,134	99.7
	Compliance with Employment Standards Act	2	4.9	65	0.3
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	336	52.5	31,581	38.8
	Compliance with Employment Standards Act	281	43.9	47,700	58.6
	Requirements less stringent than Employment Standards Act	21	3.3	2,118	2.6
	Requirements greater than Employment Standards Act	2	0.3	36	0.0
	TOTAL	640	100.0	81,435	100.0

9.2 WORK REQUIREMENT FOR HOLIDAY PAY

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	25.0	9	0.4
	Compliance with Employment Standards Act	2	50.0	1,732	75.4
	Requirements less stringent than Employment Standards Act	1	25.0	555	24.2
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	40	20.9	2,365	14.8
	Compliance with Employment Standards Act	140	73.3	12,706	79.4
	Requirements less stringent than Employment Standards Act	11	5.8	931	5.8
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	6	25.0	1,406	16.1
	Compliance with Employment Standards Act	17	70.8	7,319	83.8
	Requirements less stringent than Employment Standards Act	1	4.2	7	0.1
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	10	18.5	719	12.6
	Compliance with Employment Standards Act	39	72.2	4,628	81.5
	Requirements less stringent than Employment Standards Act	4	7.4	317	5.6
	Requirements greater than Employment Standards Act	1	1.9	17	0.3
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	2	25.0	132	12.0
	Compliance with Employment Standards Act	6	75.0	967	88.0
	TOTAL	8	100.0	1,099	100.0

9.2 WORK REQUIREMENT FOR HOLIDAY PAY (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	257	81.6	20,461	80.0
	Compliance with Employment Standards Act	55	17.5	4,824	18.8
	Requirements less stringent than Employment Standards Act	2	0.6	280	1.1
	Requirements greater than Employment Standards Act	1	0.3	19	0.1
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	20	48.8	6,489	30.6
	Compliance with Employment Standards Act	19	46.3	14,682	69.3
	Requirements less stringent than Employment Standards Act	2	4.9	28	0.1
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	336	52.5	31,581	38.8
	Compliance with Employment Standards Act	281	43.9	47,700	58.6
	Requirements less stringent than Employment Standards Act	21	3.3	2,188	2.6
	Requirements greater than Employment Standards Act	2	0.3	36	0.0
	TOTAL	640	100.0	81,435	100.0

9.3 NUMBER OF PAID HOLIDAYS PER YEAR

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	11 days	2	50.0	1,732	75.4
	12 days	2	50.0	564	24.6
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	8 days	2	1.1	21	0.1
	9 days	9	4.7	456	2.9
	10 days	91	47.7	5,569	34.8
	10 days plus 1 half day	4	2.1	214	1.3
	10 days plus 2 half days	8	4.2	895	5.6
	11 days	45	23.6	4,731	29.6
	11 days plus 1 half day	6	3.1	1,174	7.3
	11 days plus 2 half days	4	2.1	392	2.5
	12 days	18	9.4	1,329	8.3
	12 days plus 1 half day	2	1.0	774	4.8
	13 days	2	1.0	447	2.8
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	9 days	2	8.3	33	0.4
	10 days	9	37.5	1,482	16.9
	11 days	7	29.2	2,987	34.2
	11 days plus 1 half day	4	16.7	3,980	45.6
	12 days	2	8.3	250	2.9
	TOTAL	24	100.0	8,732	100.0
TRADE	9 days	3	5.5	152	2.6
	10 days	40	74.1	4,721	83.1
	10 days plus 2 half days	2	3.7	32	0.6
	11 days	7	12.9	606	10.7
	13 days	1	1.9	140	2.5
	14 days	1	1.9	30	0.5
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	10 days	3	37.5	74	6.7
	11 days	3	37.5	149	13.6
	11 days plus 1 half day	2	25.0	876	79.7
	TOTAL	8	100.0	1,099	100.0

9.3 NUMBER OF PAID HOLIDAYS PER YEAR (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	2	0.6	58	0.2
	5 days	1	0.3	320	1.2
	7 days	2	0.6	65	0.3
	9 days	23	7.3	305	1.2
	10 days	224	71.1	18,424	72.0
	10 days plus 1 half day	1	0.3	60	0.2
	11 days	45	14.3	4,236	16.6
	11 days plus 1 half day	1	0.3	5	0.0
	11 days plus 2 half days	4	1.3	1,652	6.5
	11 days plus 5 half days	1	0.3	30	0.1
	12 days	5	1.6	334	1.3
	13 days	2	0.7	89	0.4
	15 days	2	0.7	4	0.0
	16 days	1	0.3	1	0.0
	Other	1	0.3	1	0.0
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	10 days	10	24.4	121	0.5
	10 days plus 2 half days	1	2.4	3	0.0
	11 days	13	31.7	5,258	24.8
	11 days plus 1 half day	12	29.3	14,370	67.8
	11 days plus 2 half days	2	4.9	185	0.9
	12 days	3	7.3	1,262	6.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	2	0.3	58	0.1
	5 days	1	0.2	320	0.4
	7 days	2	0.3	65	0.1
	8 days	2	0.3	21	0.0
	9 days	37	5.8	946	1.2
	10 days	378	59.0	30,741	37.7
	10 days plus 1 half day	5	0.8	274	0.3
	10 days plus 2 half days	11	1.7	930	1.1
	11 days	122	19.0	19,699	24.2
	11 days plus 1 half day	25	3.9	20,405	25.1
	11 days plus 2 half days	10	1.5	2,229	2.7
	11 days plus 5 half days	1	0.2	30	0.1
	12 days	32	5.0	4,231	5.2
	12 days plus 1 half day	2	0.3	774	1.0
	13 days	5	0.8	676	0.8
	14 days	1	0.2	30	0.0
	15 days	2	0.3	4	0.0
	16 days	1	0.2	1	0.0
	Other	1	0.2	1	0.0
	TOTAL	640	100.0	81,435	100.0

9.4 PAY FOR HOLIDAY FALLING ON SATURDAY OR SIXTH DAY
(NOT NORMALLY WORKED)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	135	70.7	10,781	67.4
	Working day off with pay	51	26.7	4,948	30.9
	Extra day's pay	2	1.1	133	0.8
	Day off with pay or extra day's pay	1	0.5	6	0.1
	Provision applies to some paid holidays only	2	1.0	134	0.8
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	17	70.8	1,504	17.2
	Working day off with pay	6	25.0	7,225	82.8
	Day off with pay or extra day's pay	1	4.2	3	0.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	45	83.3	4,914	86.5
	Working day off with pay	9	16.7	767	13.5
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	257	23.4
	Working day off with pay	2	25.0	842	76.6
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	285	90.5	21,938	85.7
	Working day off with pay	30	9.5	3,646	14.3
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	20	48.8	3,020	14.3
	Working day off with pay	20	48.8	18,176	85.7
	Day off with pay or extra day's pay	1	2.4	3	0.0
	TOTAL	41	100.0	21,199	100.0

9.4 PAY FOR HOLIDAY FALLING ON SATURDAY OR SIXTH DAY
(NOT NORMALLY WORKED) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	513	80.2	45,117	55.4
	Working day off with pay	120	18.7	36,039	44.2
	Extra day's pay	2	0.3	133	0.2
	Day off with pay or extra day's pay	3	0.5	12	0.0
	Provision applies to some paid holidays only	2	0.3	134	0.2
	TOTAL	640	100.0	81,435	100.0

9.5 PAY FOR HOLIDAY FALLING ON SUNDAY OR SEVENTH DAY
(NOT NORMALLY WORKED)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	131	68.6	10,671	66.7
	Working day off with pay	54	28.3	4,998	31.2
	Extra day's pay	2	1.1	133	0.8
	Day off with pay or extra day's pay	2	1.0	66	0.4
	Provision applies to some paid holidays only	2	1.0	134	0.9
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	16	66.6	1,489	17.1
	Working day off with pay	7	29.2	7,240	82.9
	Day off with pay or extra day's pay	1	4.2	3	0.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	43	79.6	4,877	85.9
	Working day off with pay	10	18.5	797	14.0
	Extra day's pay	1	1.9	7	0.1
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	257	23.4
	Working day off with pay	2	25.0	842	76.6
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	281	89.2	21,743	85.0
	Working day off with pay	34	10.8	3,841	15.0
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	19	46.3	2,970	14.0
	Working day off with pay	20	48.8	18,176	85.7
	Day off with pay or extra day's pay	2	4.9	53	0.3
	TOTAL	41	100.0	21,199	100.0

9.5 PAY FOR HOLIDAY FALLING ON SUNDAY OR SEVENTH DAY
(NOT NORMALLY WORKED) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	501	78.3	44,710	54.9
	Working day off with pay	129	20.1	36,329	44.6
	Extra day's pay	3	0.5	140	0.2
	Day off with pay or extra day's pay	5	0.8	122	0.1
	Provision applies to some paid holidays only	2	0.3	134	0.2
	TOTAL	640	100.0	81,435	100.0

9.6 PROVISION CONCERNING PAID HOLIDAY FALLING ON SCHEDULED DAY OFF
(NO REFERENCE TO SATURDAY OR SUNDAY)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	75.0	646	28.1
	Working day off with pay	1	25.0	1,650	71.9
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	158	82.7	14,024	87.6
	Working day off with pay	20	10.5	1,464	9.2
	Extra day's pay	1	0.5	135	0.8
	Day off with pay or extra day's pay	12	6.3	379	2.4
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	19	79.2	5,623	64.4
	Working day off with pay	2	8.3	258	2.9
	Extra day's pay	1	4.2	26	0.3
	Day off with pay or extra day's pay	2	8.3	2,825	32.4
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	47	87.0	5,051	88.9
	Working day off with pay	2	3.7	80	1.4
	Day off with pay or extra day's pay	5	9.3	550	9.7
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	291	26.5
	Day off with pay or extra day's pay	2	25.0	808	73.5
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	149	47.3	10,820	42.3
	Working day off with pay	28	8.9	4,352	17.0
	Extra day's pay	1	0.3	15	0.1
	Day off with pay or extra day's pay	137	43.5	10,397	40.6
	TOTAL	315	100.0	25,584	100.0

9.6 PROVISION CONCERNING PAID HOLIDAY FALLING ON SCHEDULED DAY OFF
(NO REFERENCE TO SATURDAY OR SUNDAY) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	30	73.2	16,575	78.2
	Working day off with pay	8	19.5	4,562	21.5
	Extra day's pay	1	2.4	2	0.0
	Day off with pay or extra day's pay	2	4.9	60	0.3
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	414	64.7	53,522	65.7
	Working day off with pay	62	9.7	12,716	15.6
	Extra day's pay	4	0.6	178	0.2
	Day off with pay or extra day's pay	160	25.0	15,019	18.5
	TOTAL	640	100.0	81,435	100.0

SECTION 10

PAID VACATION

NOTES TO SECTION 10

A paid vacation is a leave of absence from work for a stated or negotiated period of time with pay. Vacations are granted to workers annually. Length of paid vacation is frequently graduated with length of service with the same employer.

Tables 10.1 through 10.7 refer to the minimum length of service required to qualify for two, three, four, five, six, seven and eight weeks of paid vacation annually.

In those collective agreements where vacation time is expressed as a percentage of earnings, the following equivalents have been used:

4%	-	2 weeks
6%	-	3 weeks
8%	-	4 weeks
10%	-	5 weeks
12%	-	6 weeks

Table 10.1 Length of Service for Two Weeks Paid Vacation

Under The Vacations With Pay Act, employees who have worked a year for an employer and who have worked 95% of the regular working time are entitled to a two week vacation with regular pay. Employees who do not meet these criteria are not entitled to time off for a vacation under the laws but are entitled to vacation pay which is 4% of regular earnings for that year, exclusive of overtime.

Table 10.2 Length of Service for Three Weeks Paid Vacation

Generally, The Vacations With Pay Act provides for three weeks vacation with pay for employees who have worked for the same employer for five years. Vacation pay in this case is 6% of regular earnings for those who have not worked sufficient time to be entitled to time off.

Table 10.9 Paid Holiday Falling Within Annual Vacation Period

When a paid holiday falls within a vacation period, The Vacations With Pay Act provides that the vacation may be lengthened by that day or another day off with pay may be taken at a later date.

NOTES TO SECTION 10 (CONT'D)

Table 10.10 Supplementary Vacation With Pay (Special Vacation)

This refers to those agreements that provide extra days or weeks paid vacation supplementing the regular annual allowance. These additional allowances are not included with regular annual vacations.

Table 10.11 Vacation Bonus Payments

This bonus refers to money rather than time. It refers to extra payments made to employees in addition to their normal vacation pay.

10.1 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	50.0	564	24.6
	1 year	2	50.0	1,732	75.4
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	5	2.6	303	1.9
	1 year	182	95.3	14,847	92.8
	Less than 1 year	1	0.5	750	4.7
	Cannot determine	2	1.1	64	0.4
	Other	1	0.5	38	0.2
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	7	29.1	4,096	46.9
	1 year	16	66.7	3,400	38.9
	Cannot determine	1	4.2	1,236	14.2
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	7	13.0	578	10.2
	1 year	47	87.0	5,103	89.8
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	3	37.5	918	83.5
	1 year	5	62.5	181	16.5
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	191	60.6	19,048	74.5
	1 year	113	35.9	5,664	22.1
	Less than 1 year	9	2.9	800	3.1
	Other	2	0.6	72	0.3
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	25	61.0	20,167	95.1
	1 year	14	34.1	285	1.4
	Less than 1 year	2	4.9	747	3.5
	TOTAL	41	100.0	21,199	100.0

10.1 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	240	37.5	45,674	56.1
	1 year	382	59.6	32,054	39.4
	Less than 1 year	12	1.9	2,297	2.8
	Cannot determine	3	0.5	1,300	1.6
	Other	3	0.5	110	0.1
	TOTAL	640	100.0	81,435	100.0

10.2 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	1 year	2	50.0	564	24.6
	3 years	1	25.0	82	3.6
	5 years	1	25.0	1,650	71.8
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	1	0.5	8	0.1
	1 year	4	2.1	295	1.8
	2 years	2	1.0	340	2.1
	3 years	37	19.4	3,179	19.9
	4 years	66	34.6	5,470	34.2
	5 years	78	40.9	6,608	41.3
	Cannot determine	2	1.0	64	0.4
	Other	1	0.5	38	0.2
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	1	4.2	15	0.2
	1 year	7	29.2	4,096	46.9
	2 years	5	20.8	2,972	34.0
	3 years	5	20.8	283	3.2
	5 years	5	20.8	130	1.5
	Cannot determine	1	4.2	1,236	14.2
	TOTAL	24	100.0	8,732	100.0
TRADE	1 year	7	12.9	578	10.2
	2 years	2	3.7	128	2.3
	3 years	21	38.9	4,141	72.8
	4 years	13	24.1	472	8.3
	5 years	11	20.4	362	6.4
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	1 year	3	37.5	918	83.5
	2 years	3	37.5	163	14.8
	3 years	2	25.0	18	1.7
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	10	3.2	1,877	7.3
	1 year	185	58.7	17,805	69.6
	2 years	38	12.1	3,053	11.9
	3 years	26	8.2	1,466	5.7
	4 years	44	14.0	795	3.1
	5 years	9	2.9	473	1.9
	Other	3	0.9	115	0.5
	TOTAL	315	100.0	25,584	100.0

10.2 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	1 year	26	63.4	20,739	97.8
	2 years	7	17.1	324	1.6
	3 years	4	9.8	109	0.5
	4 years	1	2.4	5	0.0
	5 years	3	7.3	22	0.1
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	12	1.9	1,900	2.3
	1 year	234	36.6	44,995	55.2
	2 years	58	9.1	7,330	9.0
	3 years	97	15.1	9,363	11.5
	4 years	125	19.5	7,149	8.8
	5 years	107	16.7	9,245	11.4
	Cannot determine	3	0.5	1,300	1.6
	Other	4	0.6	153	0.2
	TOTAL	640	100.0	81,435	100.0

10.3 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	5 years	1	25.0	555	24.2
	8 years	1	25.0	9	0.4
	10 years	1	25.0	82	3.6
	13 to 15 years	1	25.0	1,650	71.8
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	11	5.8	217	1.4
	6 to 7 years	4	2.1	211	1.3
	8 years	20	10.5	1,389	8.6
	9 years	22	11.5	1,215	7.5
	10 years	30	15.7	2,793	17.5
	11 to 12 years	40	20.9	5,651	35.4
	13 to 15 years	28	14.6	1,970	12.3
	16 to 20 years	32	16.7	2,429	15.2
	Cannot determine	2	1.1	64	0.4
	Other	2	1.1	63	0.4
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	1	4.2	15	0.2
	5 years	1	4.2	3	0.0
	8 years	2	8.3	54	0.6
	9 years	9	37.5	5,339	61.2
	10 years	8	33.3	3,276	37.5
	11 to 12 years	2	8.3	19	0.2
	13 to 15 years	1	4.2	26	0.3
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	2	3.7	53	0.9
	1 to 3 years	1	1.9	3	0.1
	5 years	2	3.7	38	0.7
	6 to 7 years	1	1.9	14	0.2
	8 years	22	40.7	4,381	77.1
	9 years	6	11.1	213	3.8
	10 years	15	27.7	925	16.3
	11 to 12 years	2	3.7	12	0.2
	13 to 15 years	2	3.7	17	0.3
	16 to 20 years	1	1.9	25	0.4
	TOTAL	54	100.0	5,681	100.0

10.3 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	6 to 7 years	1	12.5	8	0.7
	8 years	1	12.5	56	5.1
	9 years	4	50.0	140	12.7
	10 years	2	25.0	895	81.5
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	13	4.1	455	1.8
	1 to 3 years	19	6.0	1,953	7.6
	4 years	91	28.9	7,964	31.1
	5 years	77	24.5	8,289	32.4
	6 to 7 years	11	3.5	602	2.4
	8 years	16	5.1	243	1.0
	9 years	31	9.9	2,820	11.0
	10 years	48	15.2	2,003	7.8
	11 to 12 years	5	1.6	1,090	4.2
	13 to 15 years	2	0.6	93	0.4
	Other	2	0.6	72	0.3
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	3	7.3	22	0.1
	1 to 3 years	1	2.4	13	0.1
	5 years	5	12.2	206	1.0
	6 to 7 years	2	4.9	52	0.3
	8 years	3	7.3	283	1.3
	9 years	9	22.0	4,186	19.7
	10 years	17	41.5	16,432	77.5
	11 to 12 years	1	2.4	5	0.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	30	4.7	762	0.9
	1 to 3 years	21	3.3	1,969	2.4
	4 years	91	14.2	7,964	9.8
	5 years	86	13.4	9,091	11.2
	6 to 7 years	20	3.1	972	1.2
	8 years	65	10.2	6,415	7.9
	9 years	82	12.8	14,320	17.6
	10 years	122	19.1	26,756	32.9
	11 to 12 years	50	7.8	6,777	8.3
	13 to 15 years	34	5.3	3,756	4.6
	16 to 20 years	33	5.2	2,454	3.0
	Cannot determine	2	0.3	64	0.1
	Other	4	0.6	135	0.2
	TOTAL	54	100.0	5,681	100.0

10.4 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	50.0	637	27.7
	18 years	1	25.0	9	0.4
	25 years	1	25.0	1,650	71.9
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	77	40.3	4,525	28.3
	1 to 12 years	1	0.5	4	0.0
	13 to 14 years	7	3.7	459	2.9
	15 years	4	2.1	375	2.3
	16 to 17 years	3	1.6	173	1.1
	18 years	16	8.4	1,497	9.4
	19 years	11	5.8	1,034	6.5
	20 years	40	20.9	5,087	31.8
	21 to 24 years	22	11.5	2,256	14.1
	25 years	7	3.7	490	3.1
	Cannot determine	2	1.1	64	0.4
	Other	1	0.5	38	0.2
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	6	25.0	68	0.8
	16 to 17 years	3	12.5	284	3.3
	18 years	1	4.2	36	0.4
	19 years	9	37.5	6,571	75.3
	20 years	3	12.5	1,756	20.1
	21 to 24 years	2	8.3	17	0.2
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	8	14.8	165	2.9
	1 to 12 years	4	7.4	100	1.8
	13 to 14 years	14	25.9	3,809	67.1
	15 years	8	14.8	437	7.7
	16 to 17 years	7	13.0	372	6.5
	18 years	5	9.3	149	2.6
	19 years	2	3.7	455	8.0
	20 years	5	9.3	173	3.1
	21 to 24 years	1	1.9	21	0.4
	TOTAL	54	100.0	5,681	100.0

10.4 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	16 to 17 years	1	12.5	8	0.7
	19 years	3	37.5	128	11.7
	20 years	2	25.0	856	77.9
	21 to 24 years	2	25.0	107	9.7
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	51	16.2	3,288	12.8
	1 to 12 years	16	5.1	581	2.3
	13 to 14 years	6	1.9	93	0.4
	15 years	113	35.9	11,943	46.7
	16 to 17 years	22	7.0	2,830	11.1
	18 years	78	24.8	2,528	9.9
	19 years	6	1.9	2,799	10.9
	20 years	14	4.4	1,114	4.4
	21 to 24 years	3	1.0	212	0.8
	25 years	6	1.9	196	0.8
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	6	14.6	35	0.2
	1 to 12 years	1	2.4	13	0.1
	15 years	5	12.2	214	1.0
	16 to 17 years	2	4.9	65	0.3
	18 years	1	2.4	175	0.8
	19 years	9	22.0	4,229	20.0
	20 years	17	41.5	16,468	77.7
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	151	23.6	9,068	11.1
	1 to 12 years	22	3.4	698	0.9
	13 to 14 years	27	4.2	4,361	5.4
	15 years	131	20.5	13,054	16.0
	16 to 17 years	38	5.9	3,732	4.6
	18 years	102	15.9	4,394	5.4
	19 years	40	6.3	15,216	18.7
	20 years	82	12.8	25,861	31.8
	21 to 24 years	30	4.7	2,613	3.2
	25 years	14	2.2	2,336	2.9
	Cannot determine	2	0.3	64	0.1
	Other	1	0.2	38	0.0
	TOTAL	640	100.0	81,435	100.0

10.5 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	50.0	1,732	75.4
	11 to 17 years	1	25.0	555	24.2
	30 years	1	25.0	9	0.4
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	130	68.1	10,860	67.9
	11 to 17 years	1	0.5	4	0.0
	18 years	6	3.1	414	2.6
	20 to 22 years	15	7.9	718	4.5
	23 to 24 years	3	1.6	184	1.2
	25 years	16	8.4	2,013	12.6
	26 to 29 years	11	5.8	1,203	7.5
	30 years	8	4.2	601	3.8
	Cannot determine	1	0.5	5	0.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	19	79.2	3,998	45.8
	25 years	1	4.2	1,239	14.2
	26 to 29 years	2	8.3	1,476	16.9
	30 years	1	4.2	334	3.8
	Other	1	4.2	1,685	19.3
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	24	44.4	682	12.0
	11 to 17 years	3	5.6	92	1.6
	18 years	14	25.9	3,820	67.2
	20 to 22 years	8	14.8	497	8.8
	23 to 24 years	1	1.9	9	0.2
	25 years	2	3.7	133	2.3
	26 to 29 years	2	3.7	448	7.9
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	181	16.5
	26 to 29 years	2	25.0	118	10.7
	30 years	1	12.5	800	72.8
	TOTAL	8	100.0	1,099	100.0

10.5 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	269	85.4	18,039	70.5
	11 to 17 years	6	1.9	215	0.8
	18 years	1	0.3	8	0.0
	20 to 22 years	3	1.0	5	0.0
	23 to 24 years	3	1.0	167	0.7
	25 years	5	1.6	761	3.0
	26 to 29 years	4	1.3	965	3.8
	30 years	24	7.6	5,424	21.2
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	16	39.0	1,384	6.5
	20 to 22 years	4	9.8	168	0.8
	23 to 24 years	1	2.4	58	0.3
	25 years	1	2.4	10	0.1
	26 to 29 years	5	12.2	3,993	18.8
	30 years	14	34.2	15,586	73.5
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	466	72.8	37,226	45.7
	11 to 17 years	11	1.7	866	1.1
	18 years	21	3.3	4,242	5.2
	20 to 22 years	31	4.8	1,473	1.8
	23 to 24 years	8	1.3	418	0.5
	25 years	25	3.9	4,156	5.1
	26 to 29 years	27	4.2	8,610	10.6
	30 years	49	7.7	22,754	27.9
	Cannot determine	1	0.2	5	0.0
	Other	1	0.2	1,685	2.1
	TOTAL	640	100.0	81,435	100.0

10.6 LENGTH OF SERVICE FOR SEVEN WEEKS PAID VACATION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	178	93.2	14,953	93.5
	23 years	5	2.6	374	2.3
	25 years	3	1.6	285	1.8
	27 years	1	0.5	70	0.4
	30 years	2	1.0	180	1.1
	35 years	1	0.5	135	0.8
	Cannot determine	1	0.5	5	0.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	23	95.8	7,496	85.8
	Cannot determine	1	4.2	1,236	14.2
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	37	68.5	1,562	27.5
	22 years	1	1.9	75	1.3
	23 years	13	24.0	3,802	66.9
	25 years	1	1.9	120	2.1
	30 years	1	1.9	104	1.8
	32 years	1	1.9	18	0.3
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	313	99.4	25,481	99.6
	1 year	1	0.3	5	0.0
	30 years	1	0.3	98	0.4
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	41	100.0	21,199	100.0
	TOTAL	41	100.0	21,199	100.0

10.6 LENGTH OF SERVICE FOR SEVEN WEEKS PAID VACATION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	607	94.8	74,928	92.0
	1 year	1	0.2	5	0.0
	22 years	1	0.2	75	0.1
	23 years	18	2.8	4,176	5.1
	25 years	4	0.6	405	0.5
	27 years	1	0.2	70	0.1
	30 years	4	0.6	382	0.5
	32 years	1	0.2	18	0.0
	35 years	1	0.2	135	0.2
	Cannot determine	2	0.3	1,241	1.5
	TOTAL	640	100.0	81,435	100.0

10.7 LENGTH OF SERVICE FOR EIGHT WEEKS PAID VACATION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	189	99.0	15,907	99.4
	35 years	1	0.5	90	0.6
	Cannot determine	1	0.5	5	0.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	24	100.0	8,732	100.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	54	100.0	5,681	100.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	313	99.4	25,471	99.6
	10 years	1	0.3	15	0.0
	35 years	1	0.3	98	0.4
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	41	100.0	21,199	100.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	636	99.3	81,227	99.7
	10 years	1	0.2	15	0.0
	35 years	2	0.3	188	0.3
	Cannot determine	1	0.2	5	0.0
	TOTAL	640	100.0	81,435	100.0

10.8 PAID VACATION - ELECTION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	25.0	82	3.6
	Right of employee to select	1	25.0	555	24.2
	Plant shutdown and right to select	2	50.0	1,659	72.3
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	67	35.1	5,404	33.8
	Plant shutdown	8	4.2	561	3.5
	Right of employee to select	65	34.0	4,907	30.7
	Plant shutdown and right to select	51	26.7	5,130	32.1
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	5	20.8	1,605	18.4
	Right of employee to select	19	79.2	7,127	81.6
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	14	25.9	1,353	23.8
	Right of employee to select	39	72.2	4,298	75.7
	Other	1	1.9	30	0.5
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	2	25.0	132	12.0
	Right of employee to select	6	75.0	967	88.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	89	28.3	2,641	10.3
	Plant shutdown	3	0.9	101	0.4
	Right of employee to select	220	69.8	22,673	88.6
	Plant shutdown and right to select	3	0.9	169	0.7
	TOTAL	315	100.0	25,584	100.0

10.8 PAID VACATION - ELECTION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	21	51.2	17,499	82.5
	Right of employee to select	20	48.8	3,700	17.5
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	201	31.4	29,151	35.8
	Plant shutdown	11	1.7	662	0.8
	Right of employee to select	371	58.0	44,634	54.8
	Plant shutdown and right to select	56	8.8	6,958	8.5
	Other	1	0.2	30	0.0
	TOTAL	640	100.0	81,435	100.0

10.9 PAID HOLIDAY FALLING WITHIN ANNUAL VACATION PERIOD

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Working day off with pay	3	75.0	2,287	99.6
	Working day off with pay or extra day's pay	1	25.0	9	0.4
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	92	48.2	6,558	41.0
	Working day off with pay	54	28.3	5,775	36.1
	Extra day's pay	8	4.2	981	6.1
	Working day off with pay or extra day's pay	37	19.4	2,688	16.8
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	5	20.8	80	0.9
	Working day off with pay	15	62.5	4,169	47.7
	Working day off with pay or extra day's pay	4	16.7	4,483	51.3
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	10	18.5	353	6.2
	Working day off with pay	17	31.5	1,878	33.1
	Working day off with pay or extra day's pay	27	50.0	3,450	60.7
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	2	25.0	151	13.7
	Working day off with pay	5	62.5	148	13.5
	Working day off with pay or extra day's pay	1	12.5	800	72.8
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	143	45.4	11,429	44.7
	Working day off with pay	91	28.9	10,111	39.5
	Extra day's pay	3	1.0	388	1.5
	Working day off with pay or extra day's pay	78	24.8	3,656	14.3
	TOTAL	315	100.0	25,584	100.0

10.9 PAID HOLIDAY FALLING WITHIN ANNUAL VACATION PERIOD (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	17	41.5	3,300	15.6
	Working day off with pay	20	48.8	17,864	84.3
	Working day off with pay or extra day's pay	4	9.8	35	0.2
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	269	42.0	21,871	26.9
	Working day off with pay	208	32.5	43,074	52.9
	Extra day's pay	11	1.7	1,369	1.7
	Working day off with pay or extra day's pay	152	23.8	15,121	18.6
	TOTAL	640	100.0	81,435	100.0

10.10 SUPPLEMENTARY VACATION WITH PAY (SPECIAL VACATION)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	50.0	91	4.0
	In or after designated years of service	1	25.0	1,650	71.9
	For northern or remoteness service	1	25.0	555	24.2
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	177	92.7	15,127	94.5
	In or after designated years of service	7	3.7	505	3.2
	If taken in off-season	1	0.5	160	1.0
	On reaching designated age(s)	2	1.0	39	0.2
	For northern or remoteness service	2	1.0	16	0.1
	Other	2	1.0	155	1.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	15	62.5	344	3.9
	In or after designated years of service	7	29.2	6,909	79.1
	On reaching designated age(s)	1	4.2	240	2.7
	For northern or remoteness service	1	4.2	1,239	14.2
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	48	88.9	5,194	91.4
	In or after designated years of service	3	5.6	100	1.8
	If taken in off-season	1	1.9	18	0.3
	For northern or remoteness service	2	3.7	369	6.5
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	231	21.0
	In or after designated years of service	2	25.0	68	6.2
	For northern or remoteness service	1	12.5	800	72.8
	TOTAL	8	100.0	1,099	100.0

10.10 SUPPLEMENTARY VACATION WITH PAY (SPECIAL VACATION) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	152	48.3	7,521	29.4
	In or after designated years of service	153	48.6	17,704	69.2
	For northern or remoteness service	8	2.5	99	0.4
	Other	2	0.6	260	1.0
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	34	82.9	20,279	95.7
	In or after designated years of service	6	14.6	911	4.3
	If taken in off-season	1	2.4	9	0.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	434	67.8	49,137	60.3
	In or after designated years of service	180	28.1	27,932	34.3
	If taken in off-season	3	0.5	187	0.2
	On reaching designated age(s)	3	0.5	279	0.3
	After designated years of service and designated age(s)	1	0.2	407	0.5
	For northern or remoteness service	15	2.3	3,078	3.8
	Other	4	0.6	415	0.5
	TOTAL	640	100.0	81,435	100.0

10.11 VACATION BONUS PAYMENTS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	50.0	91	4.0
	In or after designated years of service	1	25.0	1,650	71.9
	Travel allowance	1	25.0	555	24.2
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	172	90.1	14,216	88.8
	In or after designated years of service	6	3.1	373	2.3
	If taken in off-season	7	3.7	1,109	6.9
	Annual vacation bonus	5	2.6	302	1.9
	Other	1	0.5	2	0.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	23	95.8	7,907	90.6
	In or after designated years of service	1	4.2	825	9.4
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	51	94.4	5,652	99.5
	In or after designated years of service	1	1.9	5	0.1
	Annual vacation bonus	1	1.9	3	0.0
	Other	1	1.9	21	0.4
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	307	97.5	25,354	99.1
	In or after designated years of service	2	0.6	69	0.3
	Annual vacation bonus	5	1.6	124	0.5
	Travel allowance	1	0.3	37	0.1
	TOTAL	315	100.0	25,584	100.0

10.11 VACATION BONUS PAYMENTS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	33	80.5	20,260	95.6
	In or after designated years of service	2	4.9	719	3.4
	Annual vacation bonus	5	12.2	207	1.0
	Other	1	2.4	13	0.1
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	598	93.4	75,014	92.1
	In or after designated years of service	13	2.0	3,641	4.5
	If taken in off-season	8	1.3	1,516	1.9
	Annual vacation bonus	16	2.5	636	0.8
	Travel allowance	2	0.3	592	0.7
	Other	3	0.5	36	0.0
	TOTAL	640	100.0	81,435	100.0

SECTION 11

LEAVES OF ABSENCE

NOTES TO SECTION 11

A leave of absence is a permitted absence of an employee from work for a limited period. It may be paid or unpaid depending upon the circumstances. Generally there are no laws relating to these types of leave in Manitoba.

Table 11.1 Paid Bereavement Leave (Immediate Family)

In the majority of agreements, immediate family is defined to include mother-in-law and father-in-law.

The table refers to the maximum number of days of paid bereavement leave for a death in the immediate family (including travelling time).

Table 11.2 Paid Bereavement Leave (or Funeral) Leave (Other than Immediate Family)

This table also includes leave to act as pallbearer.

Table 11.3 Leave of Absence for Union Functions

This table refers to short-term leaves of absence granted to employees to attend union conventions, conferences, delegations or to take care of special union business.

Table 11.9 Leave of Absence - Education

This table refers to educational leave in a longer term, formal sense. Table 11.2 generally refers to in-house or on-the-job training of a less formal nature and of shorter duration.

Table 11.10 Sick Family Member Care Leave

This table refers to those provisions where an employee is allowed to utilize accumulated sick leave with pay for the purpose of attending to a sick relative who resides with the employee. There may be stipulations that the person to be cared for is a member of the immediate family and that no one else is available to care for that person.

11.1 PAID BEREAVEMENT LEAVE (IMMEDIATE FAMILY)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	3 days	1	25.0	82	3.6
	4 days	1	25.0	9	0.4
	5 days	1	25.0	555	24.2
	Other	1	25.0	1,650	71.9
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	15	7.9	1,440	9.0
	1 day	6	3.1	431	2.7
	2 days	10	5.2	518	3.2
	3 days	111	58.1	9,494	59.3
	4 days	10	5.2	1,820	11.4
	5 days	14	7.3	533	3.3
	Mentioned but not specified	24	12.6	1,706	10.7
	Other	1	0.5	60	0.4
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	2	8.3	2,924	33.5
	1 1/2 days	1	4.2	26	0.3
	3 days	17	70.8	5,433	62.2
	4 days	1	4.2	100	1.1
	5 days	2	8.3	246	2.8
	Mentioned but not specified	1	4.2	3	0.0
	TOTAL	24	100.0	8,732	100.0
TRADE	1 day	1	1.9	50	0.9
	2 days	2	3.7	27	0.5
	3 days	39	72.2	4,859	85.5
	5 days	10	18.5	712	12.5
	7 days	1	1.9	3	0.1
	Mentioned but not specified	1	1.9	30	0.5
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	3 days	5	62.5	196	17.8
	5 days	1	12.5	8	0.7
	7 days	1	12.5	800	72.8
	Mentioned but not specified	1	12.5	95	8.6
	TOTAL	8	100.0	1,099	100.0

11.1 PAID BEREAVEMENT LEAVE (IMMEDIATE FAMILY) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	6	1.9	1,462	5.7
	1 day	1	0.3	2	0.0
	3 days	95	30.2	4,235	16.6
	4 days	30	9.5	4,395	17.2
	5 days	104	33.0	9,964	38.9
	6 days	61	19.4	4,890	19.1
	7 days	15	4.8	563	2.2
	8 days	1	0.3	15	0.1
	Mentioned but not specified	2	0.6	58	0.2
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	1	2.4	9	0.0
	2 days	2	4.9	6	0.0
	3 days	13	31.7	2,190	10.3
	4 days	3	7.3	4,052	19.1
	5 days	19	46.3	14,545	68.6
	7 days	2	4.9	227	1.1
	8 days	1	2.4	170	0.8
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	24	3.8	5,835	7.2
	1 day	8	1.3	483	0.6
	1 1/2 days	1	0.2	26	0.0
	2 days	14	2.2	551	0.7
	3 days	282	44.1	26,839	33.0
	4 days	45	7.0	10,376	12.7
	5 days	153	23.9	27,055	33.2
	6 days	61	9.5	4,890	6.0
	7 days	19	3.0	1,593	2.0
	8 days	2	0.3	185	0.2
	Mentioned but not specified	29	4.5	1,892	2.3
	Other	2	0.3	1,710	2.1
	TOTAL	640	100.0	81,435	100.0

11.2 PAID BEREAVEMENT (OR FUNERAL) LEAVE (OTHER THAN IMMEDIATE FAMILY)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	50.0	2,205	96.0
	1 day	1	25.0	82	3.6
	3 days	1	25.0	9	0.4
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	125	65.5	10,600	66.2
	1 day	53	27.8	4,537	28.4
	2 days	8	4.2	552	3.5
	3 days	5	2.6	313	2.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	13	54.2	6,712	76.9
	Half day	4	16.7	1,352	15.5
	1 day	5	20.8	94	1.1
	2 days	1	4.2	334	3.8
	3 days	1	4.2	240	2.8
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	36	66.7	4,343	76.5
	1 day	14	25.9	910	16.0
	3 days	4	7.4	428	7.5
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	1	12.5	56	5.1
	Half day	1	12.5	10	0.9
	1 day	4	50.0	225	20.5
	3 days	1	12.5	8	0.7
	5 days	1	12.5	800	72.8
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	128	40.6	7,815	30.5
	Half day	10	3.2	1,163	4.5
	1 day	136	43.2	11,301	44.2
	2 days	14	4.4	3,417	13.4
	3 days	12	3.8	1,427	5.6
	5 days	3	1.0	4	0.0
	Mentioned but not specified	12	3.8	457	1.8
	TOTAL	315	100.0	25,584	100.0

11.2 PAID BEREAVEMENT (OR FUNERAL) LEAVE (OTHER THAN IMMEDIATE FAMILY) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	12	29.3	1,591	7.5
	Half day	10	24.4	2,105	9.9
	1 day	7	17.1	287	1.4
	2 days	1	2.4	3,026	14.3
	3 days	10	24.4	14,140	66.7
	Mentioned but not specified..	1	2.4	50	0.2
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	320	50.0	34,164	42.0
	Half day	25	3.9	4,630	5.7
	1 day	220	34.4	17,436	21.4
	2 days	24	3.8	7,329	9.0
	3 days	34	5.3	16,565	20.3
	5 days	4	0.6	804	1.0
	Mentioned but not specified	13	2.0	507	0.6
	TOTAL	640	100.0	81,435	100.0

11.3 LEAVE OF ABSENCE FOR UNION FUNCTIONS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Unpaid leave	3	75.0	1,741	75.8
	Provision for leave but no mention if paid or unpaid	1	25.0	555	24.2
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	85	44.5	6,013	37.6
	Unpaid leave	87	45.6	8,294	51.8
	Paid leave	2	1.1	145	0.9
	Union reimburses employers for wages paid	5	2.6	687	4.3
	Provision for leave but no mention if paid or unpaid	12	6.3	863	5.4
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	6	25.0	3,279	37.6
	Unpaid leave	14	58.3	3,137	35.9
	Paid leave	1	4.2	240	2.8
	Union reimburses employers for wages paid	1	4.2	825	9.5
	Provision for leave but no mention if paid or unpaid	2	8.3	1,251	14.3
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	10	18.5	394	6.9
	Unpaid leave	38	70.4	4,722	83.1
	Union reimburses employer for wages paid	3	5.6	520	9.2
	Provision for leave but no mention if paid or unpaid	3	5.6	45	0.8
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	2	25.0	107	9.7
	Unpaid leave	2	25.0	66	6.0
	Paid leave	2	25.0	84	7.6
	Union reimburses employer for wages paid	2	25.0	842	76.6
	TOTAL	8	100.0	1,099	100.0

11.3 LEAVE OF ABSENCE FOR UNION FUNCTIONS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	64	20.3	3,659	14.3
	Unpaid leave	185	58.7	16,276	63.6
	Paid leave	4	1.3	185	0.7
	Union reimburses employer for wages paid	32	10.2	4,337	17.0
	Both paid and unpaid leave specified	27	8.6	1,012	4.0
	Provision for leave but no mention if paid or unpaid	3	1.0	115	0.5
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	9	22.0	348	1.6
	Unpaid leave	15	36.6	1,226	5.8
	Paid leave	4	9.8	1,406	6.6
	Union reimburses employer for wages paid	12	29.3	18,159	85.7
	Provision for leave but no mention if paid or unpaid	1	2.4	60	0.3
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	178	27.8	14,292	17.6
	Unpaid leave	345	53.9	35,812	44.0
	Paid leave	13	2.0	2,060	2.5
	Union reimburses employer for wages paid	55	8.6	25,370	31.2
	Both paid and unpaid leave specified	27	4.2	1,012	1.2
	Provision for leave but no mention if paid or unpaid	22	3.4	2,889	3.6
	TOTAL	640	100.0	81,435	100.0

11.4 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	25.0	555	24.2
	Unpaid leave	3	75.0	1,741	75.8
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	130	68.1	7,807	48.8
	Unpaid leave	52	27.2	7,255	45.3
	Union reimburses employer for wages paid	3	1.6	260	1.6
	Provision for leave but no mention if paid or unpaid	6	3.1	680	4.3
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	16	66.7	6,256	71.6
	Unpaid leave	7	29.2	1,240	14.2
	Provision for leave but no mention if paid or unpaid	1	4.2	1,236	14.2
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	39	72.2	2,922	51.4
	Unpaid leave	13	24.1	2,609	45.9
	Union reimburses employer for wages paid	1	1.9	120	2.1
	Provision for leave but no mention if paid or unpaid	1	1.9	30	0.5
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	289	26.3
	Unpaid leave	2	25.0	810	73.7
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	227	72.1	16,498	64.5
	Unpaid leave	37	11.8	3,008	11.8
	Paid leave	1	0.3	210	0.8
	Union reimburses employer for wages paid	14	4.4	4,223	16.5
	Both paid and unpaid leave specified	28	8.9	1,267	5.0
	Provision for leave but no mention if paid or unpaid	8	2.5	378	1.5
	TOTAL	315	100.0	25,584	100.0

11.4 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	32	78.1	16,588	78.3
	Unpaid leave	6	14.6	362	1.7
	Union reimburses employer for wages paid	2	4.9	1,223	5.8
	Other	1	2.4	3,026	14.3
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	453	70.8	51,407	63.1
	Unpaid leave	121	18.9	17,375	21.3
	Paid leave	1	0.2	210	0.3
	Union reimburses employer for wages paid	20	3.1	5,826	7.2
	Both paid and unpaid leave specified	28	4.4	1,267	1.6
	Provision for leave but no mention if paid or unpaid	16	2.5	2,324	2.9
	Other	1	0.2	3,026	3.7
	TOTAL	640	100.0	81,435	100.0

11.5 PAY FOR LEAVE OF ABSENCE ON JURY DUTY AND/OR COURT WITNESS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Difference between regular pay and jury fees	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	68	35.6	4,245	26.5
	Regular pay plus jury fees	2	1.1	145	0.9
	Difference between regular pay and jury fees	117	61.3	10,749	67.2
	Part of difference between regular pay and jury fees	3	1.5	820	5.1
	Other	1	0.5	43	0.3
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	7	29.2	5,308	60.8
	Difference between regular pay and jury fees	15	62.5	3,314	38.0
	Other	2	8.3	110	1.3
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	9	16.7	532	9.4
	Regular pay plus jury fees	1	1.9	103	1.8
	Difference between regular pay and jury fees	41	75.9	4,824	84.9
	Part of difference between regular pay and jury fees	1	1.9	104	1.8
	Provision exists but amount of pay not defined	2	3.7	118	2.1
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	Difference between regular pay and jury fees	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	61	19.4	3,350	13.1
	Regular pay plus jury fees	1	0.3	210	0.8
	Difference between regular pay and jury fees	253	80.3	22,024	86.1
	TOTAL	315	100.0	25,584	100.0

11.5 PAY FOR LEAVE OF ABSENCE ON JURY DUTY AND/OR COURT WITNESS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	13	31.7	1,566	7.4
	Regular pay plus jury fees	1	2.4	20	0.1
	Difference between regular pay and jury fees	23	56.1	17,753	83.7
	Provision exists but amount of pay not defined	1	2.4	45	0.2
	Other	3	7.3	1,815	8.6
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	158	24.7	15,001	18.4
	Regular pay plus jury fees	5	0.8	478	0.6
	Difference between regular pay and jury fees	464	72.5	62,901	77.2
	Part of difference between regular pay and jury fees	4	0.6	924	1.1
	Provision exists but amount of pay not defined	3	0.5	163	0.2
	Other	6	0.9	1,968	2.4
	TOTAL	640	100.0	81,435	100.0

11.6 PATERNITY LEAVE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	187	97.9	15,906	99.4
	Paid leave of 1 day	2	1.1	29	0.2
	Paid leave of more than 1 day	1	0.5	41	0.3
	Other	1	0.5	26	0.2
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	23	95.8	7,493	85.8
	Paid leave of 1 day	1	4.2	1,239	14.2
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	47	87.0	5,123	90.2
	Paid leave of 1 day	2	3.7	51	0.9
	Paid leave of more than 1 day	1	1.9	88	1.6
	Unpaid leave of 1 day	1	1.9	17	0.3
	Other	3	5.6	402	7.1
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	4	50.0	86	7.8
	Paid leave of 1 day	3	37.5	918	83.5
	Paid leave of more than 1 day	1	12.5	95	8.6
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	190	60.3	14,910	58.3
	Paid leave of 1 day	44	14.0	1,903	7.4
	Paid leave of more than 1 day	8	2.5	1,477	5.8
	Unpaid leave of more than 1 day	71	22.5	7,237	28.3
	Other	2	0.6	57	0.2
	TOTAL	315	100.0	25,584	100.0

11.6 PATERNITY LEAVE (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	25	61.0	6,749	31.8
	Paid leave of 1 day	16	39.0	14,450	68.2
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	483	75.5	53,405	65.6
	Paid leave of 1 day	68	10.6	18,590	22.8
	Paid leave of more than 1 day	11	1.7	1,701	2.1
	Unpaid leave of 1 day	1	0.2	17	0.0
	Unpaid leave of more than 1 day	71	11.1	7,237	8.9
	Other	6	0.9	485	0.6
	TOTAL	640	100.0	84,435	100.0

11.7 LEAVE OF ABSENCE - ADOPTION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	189	98.9	15,571	97.3
	Unpaid leave of more than 1 day	2	1.1	431	2.7
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	19	79.2	4,062	46.5
	Unpaid leave of more than 1 day	3	12.5	1,746	20.0
	Other	2	8.3	2,924	33.5
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	52	96.3	5,281	93.0
	Paid leave of 1 day	1	1.9	40	0.7
	Other	1	1.9	360	6.3
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	981	89.3
	Unpaid leave of more than 1 day	2	25.0	118	10.7
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	126	40.0	7,734	30.2
	Paid leave of 1 day	3	1.0	174	0.7
	Unpaid leave of more than 1 day	186	59.0	17,676	69.1
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	22	53.7	2,809	13.3
	Paid leave of more than 1 day	1	2.4	3,026	14.3
	Unpaid leave of more than 1 day	17	41.5	15,304	72.2
	Other	1	2.4	60	0.3
	TOTAL	41	100.0	21,199	100.0

11.7 LEAVE OF ABSENCE - ADOPTION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	421	65.8	39,576	48.6
	Paid leave of 1 day	4	0.6	214	0.3
	Paid leave of more than 1 day	1	0.2	3,026	3.7
	Unpaid leave of more than 1 day	210	32.8	35,275	43.3
	Other	4	0.6	3,344	4.1
	TOTAL	640	100.0	81,435	100.0

11.8 PAID LEAVE OF ABSENCE FOR MARRIAGE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	191	100.0	16,002	100.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	24	100.0	8,732	100.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	53	98.1	5,586	98.3
	Other	1	1.9	95	1.7
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	312	99.1	25,512	99.7
	1 day	1	0.3	30	0.1
	3 days	2	0.6	42	0.2
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	41	100.0	21,199	100.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	636	99.3	81,268	99.8
	1 day	1	0.2	30	0.0
	3 days	2	0.3	42	0.1
	Other	1	0.2	95	0.1
	TOTAL	640	100.0	81,435	100.0

11.9 LEAVE OF ABSENCE - EDUCATION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	75.0	646	28.1
	Unpaid leave	1	25.0	1,650	71.9
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	177	92.7	14,373	89.8
	Employee receives regular pay	2	1.1	134	0.8
	Employee receives a percentage of regular pay	1	0.5	125	0.8
	Provision exists but no mention if paid or unpaid	4	2.1	928	5.8
	Unpaid leave	7	3.7	442	2.8
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	20	83.3	6,979	79.9
	Employee receives regular pay	3	12.5	1,653	18.9
	Unpaid leave	1	4.2	100	1.2
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	53	98.1	5,321	93.7
	Employee receives regular pay	1	1.9	360	6.3
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	4	50.0	125	11.4
	Provision exists but no mention if paid or unpaid	3	37.5	174	15.8
	Other	1	12.5	800	72.8
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	150	47.6	9,347	36.5
	Employee receives regular pay	94	29.8	6,184	24.2
	Employee receives a percentage of regular pay	3	1.0	2,605	10.2
	Provision exists but no mention if paid or unpaid	47	14.9	4,022	15.7
	Unpaid leave	14	4.4	1,029	4.0
	Other	7	2.2	2,397	9.4
	TOTAL	315	100.0	25,584	100.0

11.9 LEAVE OF ABSENCE - EDUCATION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	32	78.1	18,860	89.0
	Employee receives regular pay	3	7.3	120	0.6
	Provision exists but no mention if paid or unpaid	5	12.2	2,167	10.2
	Unpaid leave	1	2.4	52	0.3
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	441	68.9	56,143	68.9
	Employee receives regular pay	103	16.1	8,451	10.4
	Employee receives a percentage of regular pay	4	0.6	2,730	3.4
	Provision exists but no mention if paid or unpaid	59	9.2	7,291	9.0
	Unpaid leave	25	3.9	3,623	4.5
	Other	8	1.3	3,197	3.9
	TOTAL	640	100.0	81,435	100.0

11.10 SICK FAMILY MEMBER CARE LEAVE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	185	96.9	15,574	97.3
	Provision exists	6	3.1	428	2.7
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	19	79.2	4,810	55.1
	Provision exists	5	20.8	3,922	44.9
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	48	88.9	5,053	88.9
	Provision exists	6	11.1	628	11.1
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	1,023	93.1
	Provision exists	1	12.5	76	6.9
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	202	64.1	15,814	61.8
	Provision exists	113	35.9	9,770	38.2
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	29	70.7	20,402	96.2
	Provision exists	12	29.3	797	3.8
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	497	77.7	65,814	80.8
	Provision exists	143	22.3	15,621	19.2
	TOTAL	640	100.0	81,435	100.0

SECTION 12

MATERNITY LEAVE

NOTES TO SECTION 12

Table 12.1 Service Requirements for Maternity Leave

The Employment Standards Act provides for basic unpaid maternity leave after 12 months of continuous service with the same employer.

Table 12.2 Maximum Duration of Maternity Leave

The Employment Standards Act provides for a basic leave of 17 weeks.

In those agreements where duration of maternity leave is stated in other than weeks, conversions are made and rounded to the nearest full week.

Table 12.3 Seniority Status During Maternity Leave

Seniority status refers to whether or not seniority accumulates, or is just retained during term of maternity leave.

Table 12.5 Maternity Leave With Pay

Maternity leave with pay refers to that pay above and beyond the statutory benefits provided by unemployment insurance.

12.1 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	147	77.0	12,239	76.5
	1 to 3 months	3	1.6	373	2.3
	10 months	23	12.0	1,666	10.4
	12 months	17	8.9	1,589	9.9
	Cannot determine	1	0.5	135	0.8
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	15	62.5	580	6.6
	6 months	2	8.3	1,336	15.3
	8 to 9 months	1	4.2	240	2.7
	12 months	6	25.0	6,576	75.3
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	43	79.6	5,032	88.5
	1 to 3 months	1	1.9	9	0.2
	6 months	3	5.5	418	7.4
	12 months	5	9.3	184	3.2
	Cannot determine	2	3.7	38	0.7
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	4	50.0	125	11.4
	6 months	1	12.5	800	72.8
	12 months	2	25.0	118	10.7
	Cannot determine	1	12.5	56	5.1
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	92	29.2	6,507	25.4
	1 to 3 months	6	1.9	96	0.4
	6 months	76	24.1	5,852	22.9
	8 to 9 months	91	28.9	7,801	30.5
	10 months	4	1.3	661	2.6
	12 months	45	14.3	4,650	18.2
	Cannot determine	1	0.3	17	0.1
	TOTAL	315	100.0	25,584	100.0

12.1 SERVICE REQUIREMENTS FOR MATERNITY LEAVE (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	19	46.3	1,768	8.3
	6 months	4	9.8	4,953	23.4
	12 months	18	43.9	14,478	68.3
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	327	51.1	29,389	36.0
	1 to 3 months	10	1.6	478	0.6
	6 months	86	13.4	13,359	16.4
	8 to 9 months	92	14.4	8,041	9.9
	10 months	27	4.2	2,327	2.9
	12 months	93	14.5	27,595	33.9
	Cannot determine	5	0.8	246	0.3
	TOTAL	640	100.0	81,435	100.0

12.2 MAXIMUM DURATION OF MATERNITY LEAVE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	75.0	646	28.1
	17 weeks	1	25.0	1,650	71.9
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	133	69.6	9,634	60.2
	13 weeks	1	0.5	8	0.1
	17 weeks	20	10.5	1,352	8.5
	18 to 20 weeks	1	0.5	100	0.6
	21 to 24 weeks	5	2.6	1,430	8.9
	26 weeks	2	1.1	389	2.4
	28 to 35 weeks	2	1.1	1,070	6.7
	Varies according to length of service	1	0.5	135	0.8
	Cannot determine	26	13.6	1,884	11.8
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	14	58.3	577	6.6
	17 weeks	3	12.5	2,304	26.4
	18 to 20 weeks	3	12.5	1,342	15.4
	Cannot determine	4	16.7	4,509	51.6
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	27	50.0	2,106	37.1
	17 weeks	6	11.1	541	9.5
	18 to 20 weeks	2	3.7	509	9.0
	21 to 24 weeks	4	7.4	103	1.8
	26 weeks	6	11.1	2,244	39.5
	28 to 35 weeks	1	1.9	18	0.3
	Cannot determine	8	14.8	160	2.8
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	4	50.0	125	11.4
	17 weeks	1	12.5	56	5.1
	18 to 20 weeks	1	12.5	800	72.8
	Cannot determine	2	25.0	118	10.7
	TOTAL	8	100.0	1,099	100.0

12.2 MAXIMUM DURATION OF MATERNITY LEAVE (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	71	22.5	1,860	7.3
	13 weeks	1	0.3	1,114	4.4
	17 weeks	42	13.3	5,695	22.3
	18 to 20 weeks	6	1.9	425	1.7
	21 to 24 weeks	4	1.3	239	0.9
	26 weeks	166	52.7	13,604	53.2
	28 to 35 weeks	5	1.6	329	1.3
	52 weeks	4	1.3	314	1.2
	Cannot determine	16	5.1	2,004	7.8
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	15	36.6	1,330	6.3
	17 weeks	10	24.4	1,716	8.1
	18 to 20 weeks	3	7.3	98	0.5
	26 weeks	1	2.4	175	0.8
	28 to 35 weeks	1	2.4	3,026	14.3
	Cannot determine	11	26.8	14,854	70.1
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	270	42.2	17,120	21.0
	13 weeks	2	0.3	1,122	1.4
	17 weeks	83	13.0	13,314	16.3
	18 to 20 weeks	16	2.5	3,274	4.0
	21 to 24 weeks	13	2.0	1,772	2.2
	26 weeks	175	27.3	16,412	20.2
	28 to 35 weeks	9	1.4	4,443	5.5
	52 weeks	4	0.6	314	0.4
	Varies according to length of service	1	0.2	135	0.2
	Cannot determine	67	10.5	23,529	28.9
	TOTAL	640	100.0	81,435	100.0

12.3 SENIORITY STATUS DURING MATERNITY LEAVE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	148	77.5	11,449	71.5
	Seniority retained	32	16.8	2,572	16.1
	Seniority accumulated	5	2.6	1,172	7.3
	Seniority retained with possible accumulation	3	1.6	373	2.3
	Other	3	1.6	436	2.7
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	17	70.8	3,401	38.9
	Seniority retained	4	16.7	3,027	34.7
	Seniority accumulated	1	4.2	1,239	14.2
	Seniority retained with possible accumulation	2	8.3	1,065	12.2
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	25	46.3	1,391	24.5
	Seniority retained	6	11.1	226	4.0
	Seniority accumulated	20	37.0	3,979	70.0
	Seniority retained with possible accumulation	3	5.6	85	1.5
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	299	27.2
	Seniority retained	1	12.5	800	72.8
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	255	81.0	18,488	72.3
	Seniority retained	30	9.5	5,784	22.6
	Seniority accumulated	20	6.3	558	2.2
	Seniority retained with possible accumulation	4	1.3	139	0.5
	Seniority accumulated to certain point then retained	5	1.6	405	1.6
	Other	1	0.3	210	0.8
	TOTAL	315	100.0	25,584	100.0

12.3 SENIORITY STATUS DURING MATERNITY LEAVE (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	35	85.4	16,239	76.6
	Seniority retained	5	12.2	4,958	23.4
	Seniority accumulated	1	2.4	2	0.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	494	77.2	54,405	66.8
	Seniority retained	78	12.2	17,367	21.3
	Seniority accumulated	47	7.3	6,950	8.5
	Seniority retained with possible accumulation	12	1.9	1,662	2.0
	Seniority accumulated to certain point then retained	5	0.8	405	0.5
	Other	4	0.6	646	0.8
	TOTAL	640	100.0	81,435	100.0

12.4 RETENTION AND/OR ACCUMULATION OF SENIORITY DURING MATERNITY LEAVE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	140	73.3	10,522	65.8
	6 weeks	2	1.0	155	1.0
	12 weeks	2	1.0	98	0.6
	17 weeks	10	5.2	722	4.5
	18 to 24 weeks	3	1.6	280	1.7
	26 weeks	4	2.1	403	2.5
	Mentioned but not specified	5	2.6	1,729	10.8
	Other	25	13.1	2,093	13.1
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	16	66.7	1,401	16.0
	17 weeks	3	12.5	2,304	26.4
	18 to 24 weeks	2	8.3	1,691	19.4
	Mentioned but not specified	3	12.5	3,336	38.2
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	26	48.1	1,451	25.5
	17 weeks	3	5.6	78	1.4
	18 to 24 weeks	1	1.9	17	0.3
	26 weeks	1	1.9	14	0.2
	Mentioned but not specified	23	42.6	4,121	72.5
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	204	18.6
	17 weeks	1	12.5	95	8.6
	18 to 24 weeks	1	12.5	800	72.8
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	239	75.9	17,651	69.0
	17 weeks	18	5.7	2,956	11.6
	18 to 24 weeks	1	0.3	15	0.1
	26 weeks	39	12.4	3,108	12.1
	39 weeks	1	0.3	55	0.2
	52 weeks	1	0.3	34	0.1
	Mentioned but not specified	16	5.1	1,765	6.9
	TOTAL	315	100.0	25,584	100.0

12.4 RETENTION AND/OR ACCUMULATION OF SENIORITY DURING MATERNITY LEAVE (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	37	90.2	16,246	76.6
	17 weeks	2	4.9	1,223	5.8
	Mentioned but not specified	2	4.9	3,730	17.6
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	471	73.6	50,613	62.2
	6 weeks	2	0.3	155	0.2
	12 weeks	2	0.3	98	0.1
	17 weeks	37	5.8	7,378	9.1
	18 to 24 weeks	8	1.3	2,803	3.4
	26 weeks	44	6.9	3,525	4.3
	39 weeks	1	0.1	55	0.1
	52 weeks	1	0.1	34	0.0
	Mentioned but not specified	49	7.7	14,681	18.0
	Other	25	3.9	2,093	2.6
	TOTAL	640	100.0	81,435	100.0

12.5 MATERNITY LEAVE WITH PAY

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	75.0	646	28.1
	Leave of absence with full loss of pay	1	25.0	1,650	71.9
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	186	97.4	15,630	97.7
	Leave of absence with full loss of pay	5	2.6	372	2.3
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	20	83.3	4,986	57.1
	Leave of absence with full loss of pay	4	16.7	3,746	42.9
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	51	94.4	5,614	98.8
	Leave of absence with full loss of pay	3	5.6	67	1.2
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	181	16.5
	Leave of absence with partial loss of pay	2	25.0	118	10.7
	Leave of absence with full loss of pay	1	12.5	800	72.8
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	129	40.9	8,283	32.4
	Leave of absence with full pay	1	0.3	30	0.1
	Leave of absence with partial loss of pay	4	1.3	2,238	8.7
	Leave of absence with full loss of pay	181	57.5	15,033	58.8
	TOTAL	315	100.0	25,584	100.0

12.5 MATERNITY LEAVE WITH PAY (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	20	48.7	5,282	24.9
	Leave of absence with partial loss of pay	12	29.3	14,335	67.6
	Leave of absence with full loss of pay	9	22.0	1,582	7.5
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	417	65.1	41,464	50.9
	Leave of absence with full pay	1	0.2	30	0.0
	Leave of absence with partial loss of pay	18	2.8	16,691	20.5
	Leave of absence with full loss of pay	204	31.9	23,250	28.6
	TOTAL	640	100.0	81,435	100.0

12.6 USE OF SICK LEAVE FOR MATERNITY LEAVE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	191	100.0	16,002	100.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	24	100.0	8,732	100.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	52	96.3	5,318	93.6
	Provision exists	2	3.7	363	6.4
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	1,057	96.2
	Provision exists	1	12.5	42	3.8
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	255	81.0	21,202	82.9
	Provision exists	60	19.0	4,382	17.1
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	36	87.8	20,789	98.1
	Provision exists	5	12.2	410	1.9
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	572	89.4	76,238	93.6
	Provision exists	68	10.6	5,197	6.4
	TOTAL	640	100.0	81,435	100.0

12.7 NUMBER OF SICK DAYS APPLIED TO MATERNITY LEAVE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	191	100.0	16,002	100.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	24	100.0	8,732	100.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	52	96.3	5,318	93.6
	10 days	1	1.8	360	6.3
	Other	1	1.8	3	0.1
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	301	95.6	23,434	91.6
	5 days	11	3.5	2,025	7.9
	10 days	2	0.6	113	0.4
	Other	1	0.3	12	0.0
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	38	92.7	20,964	98.9
	5 days	1	2.4	10	0.0
	10 days	2	4.9	225	1.1
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	621	97.0	78,687	96.6
	5 days	12	1.9	2,035	2.5
	10 days	5	0.8	698	0.9
	Other	2	0.3	15	0.0
	TOTAL	640	100.0	81,435	100.0

12.8 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN DURING PREGNANCY

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	191	100.0	16,002	100.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	24	100.0	8,732	100.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	54	100.0	5,681	100.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	315	100.0	25,584	100.0
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	41	100.0	21,199	100.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	640	100.0	81,435	100.0
	TOTAL	640	100.0	81,435	100.0

SECTION 13

HEALTH AND WELFARE

NOTES TO SECTION 13

Very often a full range of health and welfare benefits are offered by an employer but mention of these benefits in a collective agreement is limited to a few basic points. Only information actually found in collective agreements is contained in the tables of this report.

Table 13.8 Extended Medical Benefits - Employer's Contribution

This provision refers to an extension of benefits already provided by the provincial health care plan. Such benefits include Blue Cross, ambulance service, and semi-private hospital rooms.

Table 13.28 Psychiatric Care Plan

This provision refers to alcohol/drug abuse and mental illness.

13.1 MINIMUM SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE
BENEFITS (SICK LEAVE ONLY)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	156	81.7	13,959	87.2
	1 to 2 months	3	1.6	191	1.2
	3 months	22	11.5	1,517	9.5
	4 to 10 months	1	0.5	26	0.2
	12 months	6	3.1	258	1.6
	24 months	1	0.5	4	0.0
	Mentioned but not specified	1	0.5	42	0.3
	Other	1	0.5	5	0.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	13	54.2	2,772	31.7
	1 to 2 months	3	12.5	2,829	32.4
	3 months	4	16.7	2,977	34.1
	4 to 10 months	2	8.3	110	1.3
	12 months	2	8.3	44	0.5
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	24	44.4	1,291	22.7
	1 to 2 months	2	3.7	23	0.4
	3 months	22	40.7	4,173	73.5
	4 to 10 months	5	9.3	164	2.9
	Other	1	1.9	30	0.5
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	3	37.5	140	12.7
	1 to 2 months	2	25.0	842	76.6
	3 months	2	25.0	107	9.7
	4 to 10 months	1	12.5	10	0.9
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	143	45.4	13,113	51.2
	1 to 2 months	65	20.6	2,793	10.9
	3 months	85	27.0	6,417	25.1
	4 to 10 months	21	6.7	2,959	11.6
	Mentioned but not specified	1	0.3	302	1.2
	TOTAL	315	100.0	25,584	100.0

13.1 MINIMUM SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE
BENEFITS (SICK LEAVE ONLY) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	25	61.0	3,913	18.4
	1 to 2 months	11	26.8	14,155	66.8
	3 months	2	4.9	57	0.3
	4 to 10 months	3	7.3	3,074	14.5
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	371	58.0	38,326	47.1
	1 to 2 months	86	13.4	20,833	25.6
	3 months	137	21.4	15,248	18.7
	4 to 10 months	33	5.2	6,343	7.8
	12 months	8	1.2	302	0.4
	24 months	1	0.2	4	0.0
	Mentioned but not specified	2	0.3	344	0.4
	Other	2	0.3	35	0.0
	TOTAL	640	100.0	81,435	100.0

13.2 MINIMUM SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE
BENEFITS EXCLUDING SICK LEAVE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	137	71.7	9,672	60.4
	1 to 3 months	44	23.0	5,405	33.8
	4 to 6 months	5	2.6	388	2.4
	12 to 15 months	2	1.1	372	2.3
	Varies according to type of benefit	1	0.5	120	0.7
	Other	2	1.1	45	0.3
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	14	58.3	8,359	95.7
	1 to 3 months	8	33.3	358	4.1
	4 to 6 months	1	4.2	6	0.1
	Varies according to type of benefit	1	4.2	9	0.1
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	49	90.7	5,563	97.9
	1 to 3 months	4	7.4	91	1.6
	4 to 6 months	1	1.9	27	0.5
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	287	91.1	24,064	94.1
	1 to 3 months	18	5.7	793	3.1
	4 to 6 months	6	1.9	561	2.2
	12 to 15 months	2	0.6	94	0.4
	Varies according to type of benefit	2	0.6	72	0.3
	TOTAL	315	100.0	25,584	100.0

13.2 MINIMUM SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE
BENEFITS EXCLUDING SICK LEAVE (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	38	92.7	18,078	85.3
	1 to 3 months	1	2.4	52	0.2
	4 to 6 months	2	4.9	3,069	14.5
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	538	84.1	69,216	85.0
	1 to 3 months	77	12.0	7,456	9.2
	4 to 6 months	15	2.3	4,051	5.0
	12 to 15 months	4	0.6	466	0.6
	Varies according to type of benefit	4	0.6	201	0.2
	Other	2	0.3	45	0.1
	TOTAL	640	100.0	81,435	100.0

13.3 NUMBER OF DAYS PAID SICK LEAVE PER YEAR

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	144	75.4	12,844	80.3
	3 to 5 days	6	3.1	545	3.4
	6 days	7	3.7	236	1.5
	7 to 10 days	5	2.6	432	2.7
	12 to 13 days	3	1.6	409	2.6
	15 days	3	1.6	178	1.1
	16 to 18 days	1	0.5	4	0.0
	20 to 25 days	1	0.5	61	0.4
	30 to 40 days	2	1.0	135	0.8
	Varies with length of service	3	1.6	249	1.6
	Varies for different groups of employees	1	0.5	26	0.2
	Cannot determine	12	6.3	756	4.7
	Other	3	1.6	127	0.8
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	5	20.8	67	0.8
	3 to 5 days	2	8.3	248	2.8
	6 days	4	16.7	70	0.8
	12 to 13 days	1	4.2	334	3.8
	15 days	1	4.2	6	0.1
	30 to 40 days	1	4.2	17	0.2
	Varies with length of service	6	25.0	6,606	75.7
	Cannot determine	4	16.7	1,384	15.9
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	16	29.6	638	11.2
	3 to 5 days	2	3.7	35	0.6
	6 days	10	18.5	2,856	50.3
	7 to 10 days	5	9.3	300	5.3
	12 to 13 days	10	18.5	227	4.0
	20 to 25 days	3	5.6	186	3.3
	Varies with length of service	2	3.7	371	6.5
	Cannot determine	6	11.1	1,068	18.8
	TOTAL	54	100.0	5,681	100.0

13.3 NUMBER OF DAYS PAID SICK LEAVE PER YEAR (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	No provision	1	12.5	8	0.7
	12 to 13 days	1	12.5	56	5.1
	15 days	2	25.0	107	9.7
	16 to 18 days	1	12.5	800	72.8
	Varies with length of service	3	37.5	128	11.6
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	33	10.5	1,288	5.0
	3 to 5 days	1	0.3	34	0.1
	7 to 10 days	1	0.3	137	0.5
	12 to 13 days	18	5.7	586	2.3
	15 days	166	52.7	16,149	63.1
	16 to 18 days	46	14.6	2,785	10.9
	20 to 25 days	31	9.8	1,311	5.1
	30 to 40 days	1	0.3	15	0.1
	Varies with length of service	12	3.8	1,209	4.7
	Varies for different groups of employees	1	0.3	80	0.3
	Cannot determine	5	1.6	1,990	7.8
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	1	2.4	13	0.1
	7 to 10 days	4	9.8	34	0.2
	12 to 13 days	5	12.2	73	0.3
	15 days	4	9.8	4,752	22.4
	16 to 18 days	7	17.1	293	1.4
	20 to 25 days	1	2.4	18	0.1
	Varies with length of service	16	39.0	14,735	69.5
	Varies for different groups of employees	2	4.9	1,223	5.8
	Other	1	2.4	58	0.3
	TOTAL	41	100.0	21,199	100.0

13.3 NUMBER OF DAYS PAID SICK LEAVE PER YEAR (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	207	32.4	17,996	22.1
	3 to 5 days	11	1.7	862	1.1
	6 days	21	3.3	3,162	3.9
	7 to 10 days	15	2.4	903	1.1
	12 to 13 days	38	5.9	1,685	2.1
	15 days	176	27.5	21,192	26.0
	16 to 18 days	55	8.6	3,882	4.8
	20 to 25 days	36	5.6	1,576	1.9
	30 to 40 days	4	0.6	167	0.2
	Varies with length of service	42	6.6	23,298	28.6
	Varies for different groups of employees	4	0.6	1,329	1.6
	Cannot determine	27	4.2	5,198	6.4
	Other	4	0.6	185	0.2
	TOTAL	640	100.0	81,435	100.0

13.4 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	165	86.4	14,322	89.5
	4 to 15 days	6	3.1	677	4.2
	20 days	5	2.6	311	2.0
	24 to 30 days	1	0.5	4	0.0
	60 to 90 days	1	0.5	20	0.1
	Varies with length of service	2	1.1	135	0.9
	Cannot determine	8	4.2	238	1.5
	Unused sick leave converted to cash at year end	2	1.1	145	0.9
	Unused sick leave converted to paid vacation	1	0.5	150	0.9
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	11	45.8	1,721	19.7
	24 to 30 days	2	8.3	44	0.5
	100 to 200 days	3	12.5	1,515	17.3
	208 to 261 days	2	8.3	2,821	32.3
	Varies with length of service	2	8.3	2,510	28.7
	Unused sick leave converted to paid vacation	2	8.3	11	0.1
	Other	2	8.3	110	1.3
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	22	40.7	903	15.9
	4 to 15 days	4	7.4	139	2.4
	20 days	13	24.1	3,898	68.6
	24 to 30 days	4	7.4	125	2.2
	31 to 50 days	3	5.6	116	2.0
	60 to 90 days	4	7.4	102	1.8
	100 to 200 days	2	3.7	363	6.4
	Unused sick leave converted to cash at year end	2	3.7	35	0.6
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	3	37.5	818	74.4
	60 to 90 days	1	12.5	56	5.1
	Varies with length of service	2	25.0	118	10.7
	Cannot determine	2	25.0	107	9.7
	TOTAL	8	100.0	1,099	100.0

13.4 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	145	46.0	11,790	46.1
	18 days	22	7.0	315	1.2
	20 days	4	1.3	221	0.9
	24 to 30 days	3	1.0	131	0.5
	31 to 50 days	7	2.2	168	0.7
	60 to 90 days	34	10.8	1,852	7.2
	100 to 200 days	29	9.2	1,498	5.9
	208 to 261 days	4	1.3	70	0.3
	Varies with length of service	3	1.0	677	2.6
	Cannot determine	64	20.3	8,862	34.6
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	5	12.2	3,111	14.7
	31 to 50 days	2	4.9	3	0.0
	60 to 90 days	5	12.2	78	0.4
	100 to 200 days	6	14.6	211	1.0
	208 to 261 days	4	9.8	279	1.3
	Varies with length of service	13	31.7	14,540	68.6
	Varies with occupation	2	4.9	1,223	5.8
	Cannot determine	4	9.8	1,754	8.3
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	358	55.9	35,803	44.0
	4 to 15 days	10	1.6	816	1.0
	18 days	22	3.4	315	0.4
	20 days	22	3.4	4,430	5.4
	24 to 30 days	10	1.6	304	0.4
	31 to 50 days	12	1.9	287	0.4
	60 to 90 days	45	7.0	2,108	2.6
	100 to 200 days	40	6.3	3,587	4.4
	208 to 261 days	10	1.6	3,170	3.9
	Varies with length of service	22	3.4	17,980	22.1
	Varies with occupation	2	0.3	1,223	1.5
	Cannot determine	78	12.2	10,961	13.5
	Unused sick leave converted to cash at year end	4	0.6	180	0.2
	Unused sick leave converted to paid vacation	3	0.5	161	0.2
	Other	2	0.3	110	0.1
	TOTAL	640	100.0	81,435	100.0

**13.5 REIMBURSEMENT OF UNUSED SICK LEAVE ON TERMINATION
OF EMPLOYMENT**

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	191	100.0	16,002	100.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	23	95.8	8,722	99.9
	Fraction of unused sick leave is paid	1	4.2	10	0.1
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	53	98.1	5,651	99.5
	All unused sick leave is paid	1	1.9	30	0.5
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	303	96.2	25,043	97.9
	Fraction of unused sick leave is paid	7	2.2	132	0.5
	Maximum days paid varies with length of service	4	1.3	359	1.4
	Other	1	0.3	50	0.2
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	31	75.6	17,197	81.1
	All unused sick leave is paid	1	2.4	5	0.0
	Fraction of unused sick leave is paid	2	4.9	3,028	14.3
	Maximum days paid varies with length of service	7	17.1	969	4.6
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	616	96.3	76,852	94.4
	All unused sick leave is paid	2	0.3	35	0.0
	Fraction of unused sick leave is paid	10	1.6	3,170	3.9
	Maximum days paid varies with length of service	11	1.7	1,328	1.6
	Other	1	0.2	50	0.1
	TOTAL	640	100.0	81,435	100.0

13.6 REIMBURSEMENT OF UNUSED SICK LEAVE ON RETIREMENT

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	190	99.5	15,976	99.8
	Fraction of unused sick leave, is paid	1	0.5	26	0.2
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	20	83.3	8,376	95.9
	Fraction of unused sick leave is paid	3	12.5	116	1.3
	Other	1	4.2	240	2.8
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	51	94.4	5,558	97.8
	All unused sick leave is paid	2	3.7	118	2.1
	Fraction of unused sick leave is paid	1	1.9	5	0.1
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	992	90.3
	Fraction of unused sick leave is paid	2	25.0	107	9.7
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	298	94.6	24,481	95.7
	All unused sick leave is paid	2	0.6	212	0.8
	Fraction of unused sick leave is paid	11	3.5	503	2.0
	Maximum days paid varies with length of service	3	1.0	348	1.4
	Other	1	0.3	40	0.2
	TOTAL	315	100.0	25,584	100.0

13.6 REIMBURSEMENT OF UNUSED SICK LEAVE ON RETIREMENT (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	27	65.9	14,829	70.0
	All unused sick leave is paid	4	9.8	1,204	5.7
	Fraction of unused sick leave is paid	4	9.8	3,208	15.1
	Maximum days paid varies with length of service	5	12.2	899	4.2
	Maximum days paid varies with group of employees	1	2.4	1,059	5.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	599	93.6	73,350	90.1
	All unused sick leave is paid	8	1.3	1,534	1.9
	Fraction of unused sick leave is paid	22	3.4	3,965	4.9
	Maximum days paid varies with length of service	8	1.3	1,247	1.5
	Maximum days paid varies with group of employees	1	0.2	1,059	1.3
	Other	2	0.3	280	0.3
	TOTAL	640	100.0	81,435	100.0

13.7 REIMBURSEMENT OF UNUSED SICK LEAVE ON DEATH

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	191	100.0	16,002	100.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	21	87.5	8,616	98.7
	Fraction of unused sick leave is paid	3	12.5	116	1.3
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	51	94.4	5,558	97.8
	All unused sick leave is paid	2	3.7	118	2.1
	Fraction of unused sick leave is paid	1	1.9	5	0.1
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	992	90.3
	Fraction of unused sick leave is paid	2	25.0	107	9.7
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	304	96.5	24,994	97.7
	Fraction of unused sick leave is paid	8	2.5	242	0.9
	Maximum days paid varies with length of service	3	1.0	348	1.4
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	29	70.7	14,959	70.6
	All unused sick leave is paid	4	9.8	1,287	6.1
	Fraction of unused sick leave is paid	3	7.3	3,083	14.5
	Maximum days paid varies with length of service	4	9.8	811	3.8
	Maximum days paid varies with group of employees	1	2.4	1,059	5.0
	TOTAL	41	100.0	21,199	100.0

13.7 REIMBURSEMENT OF UNUSED SICK LEAVE ON DEATH (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	609	95.2	74,259	91.2
	All unused sick leave is paid	6	0.9	1,405	1.7
	Fraction of unused sick leave is paid	17	2.7	3,553	4.4
	Maximum days paid varies with length of service	7	1.1	1,159	1.4
	Maximum days paid varies with group of employees	1	0.2	1,059	1.3
	TOTAL	640	100.0	81,435	100.0

13.8 EXTENDED MEDICAL BENEFITS - EMPLOYER'S CONTRIBUTION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	50.0	1,659	72.3
	100%	1	25.0	82	3.6
	Cannot determine	1	25.0	555	24.2
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	126	66.0	9,767	61.0
	50% to 60%	5	2.6	167	1.1
	75% to 90%	1	0.5	35	0.2
	100%	16	8.4	1,117	7.0
	Varies for different groups of employees	2	1.0	520	3.3
	Varies with marital or dependent status	5	2.6	212	1.3
	Percentage of payroll	23	12.0	1,666	10.4
	Flat amount	7	3.7	1,218	7.6
	Cannot determine	6	3.1	1,300	8.1
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	10	41.7	6,969	79.8
	75% to 90%	2	8.3	247	2.8
	100%	8	33.3	230	2.6
	Cannot determine	3	12.5	50	0.6
	Other	1	4.2	1,236	14.2
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	44	81.5	4,565	80.4
	50% to 60%	2	3.7	18	0.3
	100%	5	9.3	610	10.7
	Flat amount	1	1.9	9	0.2
	Cannot determine	2	3.7	479	8.4
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0

13.8 EXTENDED MEDICAL BENEFITS - EMPLOYER'S CONTRIBUTION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	292	92.7	20,238	79.1
	75% to 90%	1	0.3	210	0.8
	100%	12	3.8	45	0.2
	Varies with marital or dependent status	4	1.3	1,468	5.7
	Percentage of payroll	1	0.3	361	1.4
	Cannot determine	5	1.6	3,262	12.8
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	36	87.8	20,949	98.8
	50% to 60%	1	2.4	50	0.2
	100%	3	7.3	198	0.9
	Cannot determine	1	2.4	2	0.1
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	519	81.1	65,596	80.6
	50% to 60%	8	1.3	235	0.3
	75% to 90%	4	0.6	492	0.6
	100%	45	7.0	2,282	2.8
	Varies for different groups of employees	2	0.3	520	0.6
	Varies with marital or dependent status	9	1.4	1,680	2.1
	Percentage of payroll	24	3.8	2,027	2.5
	Flat amount	10	1.6	1,719	2.1
	Cannot determine	18	2.8	5,648	6.9
	Other	1	0.2	1,236	1.5
	TOTAL	640	100.0	81,435	100.0

13.9 EMPLOYER CONTRIBUTION TO WEEKLY SICKNESS AND ACCIDENT
INDEMNITY PLAN

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	80% to 90%	1	25.0	82	3.6
	100%	2	50.0	1,659	72.2
	Cannot determine	1	25.0	555	24.2
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	53	27.7	3,267	20.4
	50%	9	4.7	300	1.9
	60% to 66 2/3%	11	5.8	716	4.5
	70% to 75%	10	5.2	1,122	7.0
	80% to 90%	6	3.1	1,139	7.1
	100%	57	29.8	5,719	35.7
	Percentage of payroll	25	13.1	1,791	11.2
	Flat amount	2	1.1	122	0.8
	Cannot determine	18	9.4	1,826	11.4
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	11	45.8	6,966	79.8
	60% to 66 2/3%	2	8.3	60	0.7
	70% to 75%	2	8.3	1,253	14.3
	100%	6	25.0	400	4.6
	Cannot determine	3	12.5	53	0.6
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	25	46.3	892	15.7
	50%	3	5.6	465	8.2
	60% to 66 2/3%	1	1.9	21	0.4
	100%	13	24.0	911	16.0
	Cannot determine	12	22.2	3,392	59.7
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	1,081	98.4
	70% to 75%	1	12.5	8	0.7
	100%	1	12.5	10	0.9
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	287	91.1	22,303	87.2
	50%	5	1.6	152	0.6
	100%	15	4.8	1,447	5.7
	Flat amount	2	0.6	244	1.0
	Cannot determine	6	1.9	1,438	5.6
	TOTAL	315	100.0	25,584	100.0

13.9 EMPLOYER CONTRIBUTION TO WEEKLY SICKNESS AND ACCIDENT
INDEMNITY PLAN (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	31	75.6	20,696	97.6
	50%	3	7.3	270	1.3
	70% to 75%	1	2.4	13	0.1
	100%	1	2.4	88	0.4
	Flat amount	2	4.9	20	0.1
	Cannot determine	2	4.9	60	0.3
	Other	1	2.4	52	0.2
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	413	64.5	55,205	67.8
	50%	20	3.1	1,187	1.5
	60% to 66 2/3%	14	2.2	797	1.0
	70% to 75%	14	2.2	2,396	2.9
	80% to 90%	7	1.1	1,221	1.5
	100%	98	15.3	11,076	13.6
	Percentage of payroll	25	3.9	1,791	2.2
	Flat amount	6	0.9	386	0.5
	Cannot determine	42	6.6	7,324	9.0
	Other	1	0.2	52	0.1
	TOTAL	640	100.0	81,435	100.0

13.10 MAXIMUM AMOUNT OF WEEKLY SICKNESS AND ACCIDENT BENEFIT

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	\$230 to \$250 per week	1	25.0	9	0.4
	\$255 to \$330 per week	1	25.0	1,650	71.9
	Percentage of wages	1	25.0	82	3.6
	Cannot determine	1	25.0	555	24.2
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	63	33.0	4,452	27.8
	\$95 per week	23	12.0	1,666	10.4
	\$150 to \$155 per week	3	1.6	246	1.5
	\$180 to \$190 per week	5	2.6	605	3.8
	\$200 to \$210 per week	12	6.3	1,764	11.0
	\$230 to \$250 per week	8	4.2	648	4.0
	\$255 to \$330 per week	5	2.6	276	1.7
	Percentage of wages	41	21.5	4,147	25.9
	Varies according to earnings	12	6.3	1,395	8.7
	Varies with length of service	1	0.5	24	0.2
	Cannot determine	16	8.4	699	4.4
	Other	2	1.0	80	0.5
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	11	45.8	6,966	79.8
	\$180 to \$190 per week	1	4.2	8	0.1
	\$230 to \$250 per week	1	4.2	45	0.5
	\$500 per week	1	4.2	15	0.2
	Percentage of wages	4	16.7	62	0.7
	Varies according to earnings	1	4.2	1,236	14.2
	Cannot determine	5	20.8	400	4.6
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	29	53.7	1,068	18.8
	Percentage of wages	18	33.3	3,952	69.6
	Varies according to earnings	2	3.7	34	0.6
	Cannot determine	5	9.3	627	11.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	1,089	99.1
	Cannot determine	1	12.5	10	0.9
	TOTAL	8	100.0	1,099	100.0

13.10 MAXIMUM AMOUNT OF WEEKLY SICKNESS AND ACCIDENT BENEFIT (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	289	91.7	23,429	91.6
	Percentage of wages	13	4.1	770	3.0
	Varies according to earnings	2	0.6	42	0.2
	Cannot determine	10	3.2	1,241	4.9
	Other	1	0.3	102	0.4
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	32	78.0	20,741	97.8
	\$180 to \$190 per week	1	2.4	13	0.1
	\$230 to \$250 per week	2	4.9	20	0.1
	\$255 to \$330 per week	2	4.9	140	0.7
	Cannot determine	4	9.8	285	1.3
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	431	67.3	57,745	70.9
	\$95 per week	23	3.6	1,666	2.0
	\$150 to \$155 per week	3	0.5	246	0.3
	\$180 to \$190 per week	7	1.1	626	0.8
	\$200 to \$210 per week	12	1.9	1,764	2.2
	\$230 to \$250 per week	12	1.9	722	0.9
	\$255 to \$330 per week	9	1.4	2,416	3.0
	\$500 per week	1	0.2	15	0.0
	Percentage of wages	79	12.3	9,505	11.7
	Varies according to earnings	17	2.6	2,707	3.3
	Varies with length of service	1	0.1	24	0.0
	Cannot determine	42	6.6	3,817	4.7
	Other	3	0.5	182	0.2
	TOTAL	640	100.0	81,435	100.0

13.11 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	15 to 21 weeks	1	25.0	9	0.4
	Cannot determine	3	75.0	2,287	99.6
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	75	39.3	5,006	31.3
	13 weeks	23	12.0	1,666	10.4
	15 to 21 weeks	7	3.7	426	2.7
	26 weeks	52	27.2	5,617	35.1
	35 to 39 weeks	5	2.6	312	1.9
	50 to 52 weeks	8	4.2	1,143	7.1
	102 to 104 weeks	1	0.5	19	0.1
	Varies with length of service	4	2.1	1,054	6.6
	Cannot determine	16	8.4	759	4.7
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	11	45.8	6,966	79.8
	15 to 21 weeks	5	20.8	77	0.9
	26 weeks	2	8.3	62	0.7
	35 to 39 weeks	1	4.2	8	0.1
	Cannot determine	5	20.8	1,619	18.5
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	31	57.4	1,158	20.4
	15 to 21 weeks	1	1.9	9	0.2
	26 weeks	11	20.3	3,303	58.1
	50 to 52 weeks	1	1.9	9	0.2
	Cannot determine	10	18.5	1,202	21.1
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	1,081	98.4
	26 weeks	1	12.5	8	0.7
	Cannot determine	1	12.5	10	0.9
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	291	92.4	23,673	92.5
	15 to 21 weeks	1	0.3	20	0.1
	26 weeks	7	2.2	390	1.5
	50 to 52 weeks	1	0.3	102	0.4
	102 to 104 weeks	1	0.3	8	0.0
	Cannot determine	11	3.5	1,189	4.6
	Other	3	1.0	202	0.8
	TOTAL	315	100.0	25,584	100.0

13.11 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	32	78.0	20,741	97.8
	15 to 21 weeks	1	2.4	13	0.1
	50 to 52 weeks	4	9.8	160	0.8
	Cannot determine	4	9.8	285	1.3
	TOTAL ;	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	446	69.7	58,625	72.0
	13 weeks	23	3.6	1,666	2.0
	15 to 21 weeks	16	2.5	554	0.7
	26 weeks	73	11.4	9,380	11.5
	35 to 39 weeks	6	0.9	320	0.4
	50 to 52 weeks	17	2.7	2,256	2.8
	102 to 104 weeks	2	0.3	27	0.0
	Varies with length of service	4	0.6	1,054	1.3
	Cannot determine	50	7.8	7,351	9.0
	Other	3	0.5	202	0.2
	TOTAL	640	100.0	81,435	100.0

13.12 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND
DISMEMBERMENT PLAN

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	100%	3	75.0	1,741	75.8
	Cannot determine	1	25.0	555	24.2
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	125	65.4	9,213	57.6
	50%	3	1.6	73	0.5
	60% to 90%	8	4.2	646	4.0
	100%	42	22.0	5,280	33.0
	Percentage of payroll	1	0.5	67	0.4
	Flat amount	3	1.6	132	0.8
	Cannot determine	9	4.7	591	3.7
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	14	58.3	8,226	94.2
	50%	2	8.3	136	1.6
	100%	7	29.2	360	4.1
	Cannot determine	1	4.2	10	0.1
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	43	79.6	4,906	86.4
	60% to 90%	1	1.9	75	1.3
	100%	7	12.9	616	10.8
	Percentage of payroll	1	1.9	27	0.5
	Cannot determine	2	3.7	57	1.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	994	90.5
	100%	1	12.5	10	0.9
	Cannot determine	1	12.5	95	8.6
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	304	96.5	21,841	85.4
	50%	3	1.0	94	0.4
	100%	3	1.0	215	0.8
	Varies for different groups	1	0.3	210	0.8
	Cannot determine	4	1.3	3,224	12.6
	TOTAL	315	100.0	25,584	100.0

13.12 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND
DISMEMBERMENT PLAN (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	27	65.8	15,630	73.7
	50%	2	4.9	65	0.3
	100%	7	17.1	1,473	6.9
	Flat amount	2	4.9	20	0.1
	Cannot determine	2	4.9	3,028	14.3
	Other	1	2.4	983	4.6
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	521	81.4	61,302	75.3
	50%	10	1.6	368	0.4
	60% to 90%	9	1.4	721	0.9
	100%	71	11.1	10,045	12.3
	Varies for different groups	1	0.2	210	0.3
	Percentage of payroll	2	0.3	94	0.1
	Flat amount	5	0.8	152	0.2
	Cannot determine	20	3.1	7,560	9.3
	Other	1	0.1	983	1.2
	TOTAL	640	100.0	81,435	100.0

13.13 AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT
PLAN BENEFITS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	\$23,500 to \$25,000	1	25.0	9	0.4
	Cannot determine	3	75.0	2,287	99.6
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	128	67.0	9,176	57.3
	\$3,500 to \$8,000	2	1.1	240	1.5
	\$10,000	8	4.2	416	2.6
	\$11,000 to \$14,000	15	7.9	2,080	13.0
	\$15,000	6	3.1	1,189	7.4
	\$16,000 to \$20,000	6	3.1	1,131	7.1
	\$23,500 to \$25,000	7	3.7	522	3.3
	\$40,000 to \$50,000	2	1.0	155	1.0
	Varies with earnings	6	3.1	365	2.3
	Varies with marital or dependent status	1	0.5	182	1.1
	Cannot determine	9	4.7	537	3.4
	Other	1	0.5	9	0.1
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	16	66.6	8,272	94.7
	\$10,000	1	4.2	15	0.2
	\$11,000 to \$14,000	1	4.2	26	0.3
	\$15,000	1	4.2	45	0.5
	\$16,000 to \$20,000	1	4.2	8	0.1
	Varies with earnings	3	12.5	126	1.4
	Other	1	4.2	240	2.7
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	43	79.6	4,906	86.4
	\$3,500 to \$8,000	1	1.9	9	0.2
	\$16,000 to \$20,000	2	3.7	45	0.8
	\$23,500 to \$25,000	1	1.9	120	2.1
	Varies with earnings	2	3.7	26	0.5
	Cannot determine	4	7.4	550	9.7
	Other	1	1.9	25	0.4
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	1,089	99.1
	Cannot determine	1	12.5	10	0.9
	TOTAL	8	100.0	1,099	100.0

13.13 AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT
PLAN BENEFITS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	306	97.2	22,985	89.8
	\$3,500 to \$8,000	1	0.3	210	0.8
	\$10,000	1	0.3	35	0.1
	\$15,000	1	0.3	60	0.2
	Varies with earnings	2	0.6	149	0.6
	Cannot determine	4	1.3	2,145	8.4
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	30	73.2	18,721	88.3
	\$23,500 to \$25,000	3	7.3	153	0.7
	Varies with earnings	1	2.4	983	4.6
	Varies with marital or dependent status	3	7.3	1,262	6.0
	Cannot determine	4	9.8	80	0.4
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	532	83.1	65,641	80.6
	\$3,500 to \$8,000	4	0.6	459	0.5
	\$10,000	10	1.6	466	0.6
	\$11,000 to \$14,000	16	2.5	2,106	2.6
	\$15,000	8	1.3	1,294	1.6
	\$16,000 to \$20,000	9	1.4	1,184	1.5
	\$23,500 to \$25,000	12	1.9	804	1.0
	\$40,000 to \$50,000	2	0.3	155	0.2
	Varies with earnings	15	2.3	1,999	2.5
	Varies with marital or dependent status	4	0.6	1,444	1.8
	Cannot determine	25	3.9	5,609	6.9
	Other	3	0.5	274	0.3
	TOTAL	640	100.0	81,435	100.0

13.14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	100%	3	75.0	1,741	75.8
	Cannot determine	1	25.0	555	24.2
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	64	33.5	3,134	19.6
	33 1/3% to 50%	6	3.1	218	1.4
	60% to 90%	17	8.9	1,642	10.3
	100%	58	30.4	7,884	49.3
	Percentage of payroll	24	12.6	1,733	10.8
	Flat amount	3	1.6	132	0.8
	Cannot determine	18	9.4	1,219	7.6
	Other	1	0.5	40	0.2
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	7	29.2	4,914	56.3
	33 1/3% to 50%	4	16.7	152	1.7
	100%	8	33.3	377	4.3
	Percentage of payroll	1	4.2	1,236	14.2
	Cannot determine	4	16.7	2,053	23.5
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	20	37.0	710	12.5
	33 1/3% to 50%	5	9.3	153	2.7
	60% to 90%	1	1.9	55	1.0
	100%	21	38.9	4,511	79.4
	Percentage of payroll	1	1.9	27	0.5
	Cannot determine	6	11.1	225	4.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	994	90.5
	100%	1	12.5	10	0.9
	Cannot determine	1	12.5	95	8.6
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	233	74.0	15,885	62.1
	33 1/3% to 50%	11	3.5	1,192	4.7
	100%	17	5.4	1,262	4.9
	Varies for different groups	1	0.3	210	0.8
	Percentage of payroll	16	5.1	25	0.1
	Cannot determine	37	11.7	7,010	27.4
	TOTAL	315	100.0	25,584	100.0

13.14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	25	61.0	16,460	77.6
	33 1/3% to 50%	5	12.2	415	2.0
	100%	5	12.2	250	1.2
	Percentage of payroll	1	2.4	983	4.6
	Flat amount	2	4.9	20	0.1
	Cannot determine	3	7.3	3,071	14.5
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	355	55.5	42,097	51.7
	33 1/3% to 50%	31	4.8	2,130	2.6
	60% to 90%	18	2.8	1,697	2.1
	100%	115	18.0	16,792	20.6
	Varies for different groups	1	0.2	210	0.3
	Percentage of payroll	43	6.7	4,004	4.9
	Flat amount	5	0.8	152	0.2
	Cannot determine	71	11.1	14,313	17.6
	Other	1	0.2	40	0.1
	TOTAL	640	100.0	81,435	100.0

13.15 AMOUNT OF LIFE INSURANCE BENEFIT

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	\$16,000 to \$20,000	1	25.0	1,650	71.9
	\$23,500 to \$25,000	1	25.0	9	0.4
	Cannot determine	2	50.0	637	27.7
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	75	39.3	3,721	23.3
	\$3,000 to \$8,000	5	2.6	317	2.0
	\$10,000	12	6.3	1,425	8.9
	\$11,000 to \$14,000	14	7.3	2,735	17.1
	\$15,000	8	4.2	1,358	8.5
	\$16,000 to \$20,000	15	7.9	1,863	11.6
	\$23,500 to \$25,000	7	3.7	522	3.3
	\$30,000 to \$60,000	1	0.5	15	0.1
	Varies with earnings	8	4.2	524	3.3
	Varies with marital or dependent status	25	13.1	1,928	12.0
	Varies with length of service	3	1.6	205	1.3
	Cannot determine	17	8.9	1,349	8.4
	Other	1	0.5	40	0.2
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	9	37.5	4,960	56.8
	\$10,000	2	8.3	32	0.4
	\$11,000 to \$14,000	1	4.2	26	0.3
	\$15,000	1	4.2	45	0.5
	\$16,000 to \$20,000	2	8.3	42	0.5
	Varies with earnings	4	16.7	132	1.5
	Varies with age	1	4.2	1,236	14.2
	Cannot determine	3	12.5	2,019	23.1
	Other	1	4.2	240	2.7
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	30	55.6	1,123	19.8
	\$16,000 to \$20,000	2	3.7	45	0.8
	\$23,500 to \$25,000	2	3.7	129	2.3
	Varies with earnings	3	5.6	37	0.6
	Cannot determine	17	31.5	4,347	76.5
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	1,089	99.1
	Cannot determine	1	12.5	10	0.9
	TOTAL	8	100.0	1,099	100.0

13.15 AMOUNT OF LIFE INSURANCE BENEFIT (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	246	78.1	17,492	68.4
	\$3,000 to \$8,000	5	1.6	661	2.6
	\$10,000	6	1.9	359	1.4
	\$11,000 to \$14,000	1	0.3	155	0.6
	\$15,000	1	0.3	45	0.2
	\$30,000 to \$60,000	3	1.0	127	0.5
	Varies with earnings	18	5.7	174	0.7
	Varies with marital or dependent status	1	0.3	55	0.2
	Cannot determine	34	10.8	6,516	25.5
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	29	70.7	19,676	92.8
	\$23,500 to \$25,000	2	4.9	65	0.3
	Varies with earnings	2	4.9	1,026	4.8
	Varies with marital or dependent status	1	2.4	39	0.2
	Cannot determine	7	17.1	393	1.9
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	396	61.9	48,061	59.0
	\$3,000 to \$8,000	10	1.6	978	1.2
	\$10,000	20	3.1	1,816	2.2
	\$11,000 to \$14,000	16	2.5	2,916	3.6
	\$15,000	10	1.6	1,448	1.8
	\$16,000 to \$20,000	20	3.1	3,600	4.4
	\$23,500 to \$25,000	12	1.9	725	0.9
	\$30,000 to \$60,000	5	0.8	227	0.3
	Varies with earnings	37	5.8	2,650	3.3
	Varies with marital or dependent status	27	4.2	2,022	2.5
	Varies with length of service	3	0.5	205	0.2
	Varies with age	1	0.1	1,236	1.5
	Cannot determine	81	12.6	15,271	18.8
	Other	2	0.3	280	0.3
	TOTAL	640	100.0	81,435	100.0

13.16 PRIVATE PENSION PLAN - EMPLOYER'S CONTRIBUTION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	25.0	82	3.5
	100%	1	25.0	1,650	71.9
	Cannot determine	2	50.0	564	24.6
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	96	50.3	7,744	48.4
	50%	1	0.5	180	1.1
	60% to 90%	2	1.0	83	0.5
	100%	13	6.8	1,646	10.3
	Percentage of payroll	11	5.8	702	4.4
	Flat amount	14	7.3	762	4.8
	Cannot determine	52	27.2	4,540	28.4
	Other	2	1.0	345	2.2
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	15	62.5	5,088	58.3
	50%	3	12.5	116	1.3
	100%	1	4.2	240	2.7
	Percentage of payroll	2	8.3	43	0.5
	Cannot determine	3	12.5	3,245	37.2
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	21	38.9	1,157	20.4
	50%	3	5.5	38	0.7
	100%	1	1.9	120	2.1
	Varies for different groups	1	1.9	14	0.2
	Percentage of payroll	3	5.5	131	2.3
	Flat amount	13	24.1	3,845	67.7
	Cannot determine	12	22.2	376	6.6
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	986	89.7
	50%	1	12.5	10	0.9
	Cannot determine	2	25.0	103	9.4
	TOTAL	8	100.0	1,099	100.0

13.16 PRIVATE PENSION PLAN - EMPLOYER'S CONTRIBUTION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	228	72.4	14,311	55.9
	50%	7	2.2	179	0.7
	100%	3	1.0	145	0.6
	Percentage of payroll	21	6.7	336	1.3
	Flat amount	1	0.3	44	0.2
	Cannot determine	55	17.5	10,569	41.2
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	22	53.7	14,595	68.8
	50%	4	9.8	120	0.6
	60% to 90%	1	2.4	13	0.1
	Percentage of payroll	4	9.8	2,226	10.5
	Flat amount	1	2.4	88	0.4
	Cannot determine	8	19.5	4,099	19.3
	Other	1	2.4	58	0.3
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	390	60.9	44,455	54.6
	50%	19	3.0	643	0.8
	60% to 90%	3	0.5	96	0.1
	100%	19	3.0	3,801	4.7
	Varies with different groups	1	0.2	14	0.0
	Percentage of payroll	42	6.6	3,788	4.6
	Flat amount	29	4.5	4,739	5.8
	Cannot determine	134	20.9	23,496	28.9
	Other	3	0.5	403	0.5
	TOTAL	640	100.0	81,435	100.0

13.17 SPECIFIC RETIREMENT AGE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	158	82.7	13,571	84.8
	Specific retirement age	31	16.2	2,176	13.6
	Other	2	1.1	255	1.6
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	24	100.0	8,732	100.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	54	100.0	5,681	100.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	1,091	99.3
	Specific retirement age	1	12.5	8	0.7
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	306	97.1	24,771	96.8
	Specific retirement age	9	2.9	813	3.2
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	41	100.0	21,199	100.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	597	93.3	78,183	95.0
	Specific retirement age	41	6.4	2,997	3.7
	Other	2	0.3	255	0.3
	TOTAL	640	100.0	81,435	100.0

13.18 SPECIFIED RETIREMENT AGE/YEARS OF SERVICE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	159	83.2	13,666	85.4
	Age 65	7	3.7	415	2.6
	Combination of age and years of service	2	1.1	255	1.6
	Other	23	12.0	1,666	10.4
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	24	100.0	8,732	100.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	54	100.0	5,681	100.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	307	97.5	24,825	97.0
	Age 65	8	2.5	761	3.0
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	39	95.1	20,443	96.4
	Combination of age and years of service	2	4.9	756	3.6
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	598	93.4	77,582	95.3
	Age 65	15	2.3	1,176	1.4
	Combination of age and years of service	4	0.6	1,011	1.2
	Other	23	3.6	1,666	2.1
	TOTAL	640	100.0	81,435	100.0

13.19 STATUS OF RETIREMENT

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	159	83.2	13,635	85.2
	Voluntary	3	1.6	345	2.2
	Compulsory	3	1.6	71	0.4
	Cannot determine	26	13.6	1,951	12.2
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	24	100.0	8,732	100.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	53	98.1	5,672	99.9
	Voluntary	1	1.9	9	0.2
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	305	95.8	24,321	95.1
	Voluntary	1	0.3	361	1.4
	Compulsory	2	0.6	63	0.3
	Compulsory but extensions may be granted	5	1.6	344	1.3
	Cannot determine	2	0.6	495	1.9
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	41	100.0	21,199	100.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	597	93.3	77,796	95.5
	Voluntary	5	0.8	715	0.9
	Compulsory	5	0.8	134	0.2
	Compulsory but extensions may be granted	5	0.9	344	0.4
	Cannot determine	28	4.4	2,446	3.0
	TOTAL	640	100.0	81,435	100.0

13.20 RETIREMENT AGE LINKED TO ABILITY TO PERFORM JOB

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	190	99.5	15,927	99.5
	Retirement	1	0.5	75	0.5
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	24	100.0	8,732	100.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	54	100.0	5,681	100.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	306	97.2	24,373	95.3
	Retirement	1	0.3	99	0.4
	Transfer to a less physically demanding job	2	0.6	406	1.6
	Choice of retirement or transfer	2	0.6	51	0.2
	Cannot determine	1	0.3	45	0.2
	Other	3	1.0	610	2.4
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	41	100.0	21,199	100.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	630	98.4	80,149	98.4
	Retirement	2	0.3	174	0.2
	Transfer to a less physically demanding job	2	0.3	406	0.5
	Choice of retirement or transfer	2	0.3	51	0.1
	Cannot determine	1	0.2	45	0.1
	Other	3	0.5	610	0.7
	TOTAL	640	100.0	81,435	100.0

13.21 ADMINISTRATION OF PENSION FUNDS

INDUSTRY		AGREEMENTS		Σ	
		NO.	%	NO.	
MINING	No provision	4	100.0	2,296	100.
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	183	95.8	15,356	95.9
	Union and management	2	1.1	95	0.6
	Union only	1	0.5	190	1.2
	Trustee or insurance company	5	2.6	361	2.3
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	24	100.0	8,732	100.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	51	98.1	5,104	89.8
	Trustee or insurance company	3	1.9	577	10.2
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	311	98.7	25,363	99.1
	Union and management	1	0.3	90	0.4
	Union only	2	0.6	35	0.1
	Trustee or insurance company	1	0.3	96	0.4
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	40	97.6	20,216	95.4
	Trustee or insurance company	1	2.4	983	4.6
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	623	97.3	78,658	96.6
	Union and management	3	0.5	185	0.2
	Union only	4	0.6	575	0.7
	Trustee or insurance company	10	1.6	2,017	2.5
	TOTAL	640	100.0	81,435	100.0

13.22 INDEXATION OF PRIVATE PENSION PLANS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	190	99.5	15,875	99.2
	Exists but no details given	1	0.5	127	0.8
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	24	100.0	8,732	100.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	53	98.1	5,561	97.9
	Other	1	1.9	120	2.1
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	315	100.0	25,584	100.0
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	39	95.1	19,976	94.2
	Provision to index at percentage of cost of living	2	4.9	1,223	5.8
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	636	99.3	79,965	98.2
	Provision to index at percentage of cost of living	2	0.3	1,223	1.5
	Exists but no details given	1	0.2	127	0.2
	Other	1	0.2	120	0.1
	TOTAL	640	100.0	81,435	100.0

13.23 EARLY RETIREMENT BENEFIT

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	75.0	646	28.1
	Exists but no details given	1	25.0	1,650	71.9
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	183	95.8	15,253	95.3
	Unreduced basic benefit	3	1.6	255	1.6
	Reduced basic benefit	3	1.6	265	1.7
	Other	2	1.0	229	1.4
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	23	95.8	8,492	97.3
	Reduced basic benefit	1	4.2	240	2.7
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	53	98.1	5,672	99.8
	Reduced basic benefit	1	1.9	9	0.2
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	312	99.1	25,381	99.2
	Reduced basic benefit	2	0.6	158	0.6
	Exists but no details given	1	0.3	45	0.2
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	37	90.2	19,836	93.5
	Reduced basic benefit	2	4.9	140	0.7
	Special monthly pension payment	2	4.9	1,223	5.8
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	622	97.2	77,221	94.8
	Unreduced basic benefit	3	0.5	255	0.3
	Reduced basic benefit	9	1.4	812	1.0
	Special monthly pension payment	2	0.3	1,223	1.5
	Exists but no details given	2	0.3	1,695	2.1
	Other	2	0.3	229	0.3
	TOTAL	640	100.0	81,435	100.0

13.24 WORKERS' COMPENSATION PAY SUPPLEMENTS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	183	95.8	15,573	97.3
	Full difference between regular and compensation payment	7	3.7	403	2.5
	Full difference deducted from unused sick leave	1	0.5	26	0.2
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	19	79.2	4,810	55.1
	Full difference between regular and compensation payment	5	20.8	3,922	44.9
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	51	94.4	5,264	92.6
	Full difference between regular and compensation payment	2	3.7	402	7.1
	Full difference deducted from unused sick leave	1	1.9	15	0.3
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	2	25.0	64	5.8
	Full difference deducted from unused sick leave	5	62.5	959	87.3
	Part of difference deducted from unused sick leave	1	12.5	76	6.9
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	123	39.1	7,239	28.3
	Full difference between regular and compensation payment	13	4.1	815	3.2
	Part of difference between regular and compensation payment	25	7.9	2,566	10.0
	Full difference deducted from unused sick leave	153	48.6	14,908	58.3
	Part of difference deducted from unused sick leave	1	0.3	56	0.2
	TOTAL	315	100.0	25,584	100.0

13.24 WORKERS' COMPENSATION PAY SUPPLEMENTS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	11	26.8	944	4.4
	Full difference between regular and compensation payment	13	31.7	5,749	27.1
	Part of difference between regular and compensation payment	1	2.4	58	0.3
	Full difference deducted from unused sick leave	16	39.0	14,448	68.2
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	396	61.9	37,032	45.5
	Full difference between regular and compensation payment	40	6.2	11,291	13.9
	Part of difference between regular and compensation payment	26	4.1	2,624	3.2
	Full difference deducted from unused sick leave	176	27.5	30,356	37.3
	Part of difference deducted from unused sick leave	2	0.3	132	0.2
	TOTAL	640	100.0	81,435	100.0

13.25 MAXIMUM PERIOD OF WORKERS' COMPENSATION PAY SUPPLEMENTS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	184	96.3	15,663	97.9
	2 to 6 months	2	1.1	80	0.5
	8 to 12 months	3	1.6	123	0.8
	Cannot determine	2	1.1	136	0.8
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	19	79.2	4,810	55.1
	Cannot determine	5	20.8	3,922	44.9
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	52	96.3	5,306	93.4
	Cannot determine	2	3.7	375	6.6
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	2	25.0	64	5.8
	Supplemented until sick leave exhausted	6	75.0	1,035	94.2
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	127	40.3	7,549	29.5
	2 to 6 months	7	2.2	389	1.5
	38 months	1	0.3	20	0.1
	Supplemented until sick leave exhausted	151	47.9	14,595	57.1
	Cannot determine	17	5.4	2,798	10.9
	Other	12	3.8	233	0.9
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	10	24.4	931	4.4
	2 to 6 months	6	14.6	424	2.0
	8 to 12 months	1	2.4	52	0.2
	Supplemented until sick leave exhausted	18	43.9	17,479	82.5
	Cannot determine	6	14.6	2,313	10.9
	TOTAL	41	100.0	21,199	100.0

13.25 MAXIMUM PERIOD OF WORKERS' COMPENSATION PAY SUPPLEMENTS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	401	62.7	37,461	46.0
	2 to 6 months	15	2.3	893	1.1
	8 to 12 months	4	0.6	175	0.2
	38 months	1	0.2	20	0.0
	Supplemented until sick leave exhausted	175	27.3	33,109	40.7
	Cannot determine	32	5.0	9,544	11.7
	Other	12	1.9	233	0.3
	TOTAL	640	100.0	81,435	100.0

13.26 DENTAL PLAN - EMPLOYER'S CONTRIBUTION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	100%	2	50.0	1,732	75.4
	Plan mentioned, but no details	2	50.0	564	24.6
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	91	47.6	7,215	45.1
	100%	37	19.4	4,001	25.0
	75% or more, but less than 100%	14	7.3	792	4.9
	More than 50%, but less than 66 2/3%	2	1.1	43	0.3
	50%	20	10.5	2,459	15.4
	Flat amount	9	4.7	343	2.1
	Plan mentioned, but no details	14	7.3	594	3.7
	Other	4	2.1	555	3.5
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	5	20.8	2,023	23.2
	100%	9	37.5	1,652	18.9
	75% or more, but less than 100%	2	8.3	2,015	23.1
	More than 50%, but less than 66 2/3%	1	4.2	17	0.2
	Plan mentioned, but no details	6	25.0	2,980	34.1
	Other	1	4.2	45	0.5
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	17	31.5	722	12.7
	100%	6	11.1	314	5.5
	75% or more, but less than 100%	4	7.4	467	8.2
	66 2/3% or more, but less than 75%	1	1.9	9	0.2
	50%	4	7.4	71	1.3
	Flat amount	19	35.2	3,966	69.8
	Plan mentioned, but no details	2	3.7	114	2.0
	Other	1	1.9	18	0.3
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	181	16.5
	100%	1	12.5	800	72.8
	75% or more, but less than 100%	1	12.5	76	5.9
	Plan mentioned, but no details	1	12.5	42	3.8
	TOTAL	8	100.0	1,099	100.0

13.26 DENTAL PLAN - EMPLOYER'S CONTRIBUTION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	121	38.4	7,359	28.8
	100%	17	5.4	1,909	7.5
	75% or more, but less than 100%	5	1.6	495	1.9
	50%	149	47.3	9,692	37.9
	Flat amount	7	2.2	339	1.3
	Plan mentioned, but no details	16	5.1	5,790	22.6
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	11	26.8	313	1.5
	100%	11	26.8	6,206	29.3
	75% or more, but less than 100%	1	2.4	60	0.3
	50%	3	7.3	238	1.1
	Flat amount	2	4.9	20	0.1
	Plan mentioned, but no details	13	31.7	14,362	67.7
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	250	39.1	17,813	21.9
	100%	85	13.3	17,049	20.9
	75% or more, but less than 100%	27	4.2	3,905	4.8
	66 2/3% or more, but less than 75%	1	0.2	9	0.0
	More than 50%, but less than 66 2/3%	3	0.5	60	0.1
	50%	176	27.5	12,460	15.3
	Flat amount	38	5.9	5,075	6.2
	Plan mentioned, but no details	54	8.4	24,446	30.0
	Other	6	0.9	618	0.8
	TOTAL	640	100.0	81,435	100.0

13.27 OPTICAL CARE PLAN

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	75.0	646	28.1
	Provision exists	1	25.0	1,650	71.9
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	143	74.9	11,193	70.0
	Provision exists	48	25.1	4,809	30.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	22	91.7	8,475	97.1
	Provision exists	2	8.3	257	2.9
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	49	90.7	5,404	95.1
	Provision exists	5	9.3	277	4.9
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	1,087	98.9
	Provision exists	1	12.5	12	1.1
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	313	99.4	25,495	99.7
	Provision exists	2	0.6	89	0.3
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	37	90.2	20,988	99.0
	Provision exists	4	9.8	211	1.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	576	90.0	73,780	90.6
	Provision exists	64	10.0	7,655	9.4
	TOTAL	640	100.0	81,435	100.0

13.28 PSYCHIATRIC CARE PLAN

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	75.0	646	28.1
	Provision exists	1	25.0	1,650	71.9
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	190	99.5	15,983	99.9
	Provision exists	1	0.5	19	0.1
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	24	100.0	8,732	100.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	52	96.3	5,311	93.5
	Provision exists	2	3.7	370	6.5
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	314	99.7	23,991	93.8
	Provision exists	1	0.3	1,593	6.2
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	41	100.0	21,199	100.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	635	99.2	77,803	95.5
	Provision exists	5	0.8	3,632	4.5
	TOTAL	640	100.0	81,435	100.0

13.29 LONG-TERM DISABILITY PLAN

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	25.0	555	24.2
	Provision exists	3	75.0	1,741	75.8
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	147	77.0	11,143	69.6
	Provision exists	44	23.0	4,859	30.4
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	13	54.2	7,076	81.0
	Provision exists	11	45.8	1,656	19.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	33	61.1	1,581	27.8
	Provision exists	21	38.9	4,100	72.2
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	196	17.8
	Provision exists	3	37.5	903	82.2
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	299	94.9	21,578	84.3
	Provision exists	16	5.1	4,006	15.7
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	34	82.9	17,992	84.9
	Provision exists	7	17.1	3,207	15.1
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	532	83.1	60,121	73.8
	Provision exists	108	16.9	21,314	26.2
	TOTAL	640	100.0	81,435	100.0

SECTION 14

TRAVEL ALLOWANCES

NOTES TO SECTION 14

Table 14.1 Travel Allowance or Transportation On Company Business

This table refers to provision for payment to employees for the time spent in travelling between the entrance to the employer's property and the work area, or between the employer's headquarters and the location where the employees are to work. These payments are sometimes called portal-to-portal pay.

Table 14.4 Travel Allowance or Transportation for Night Shift Employees

Regulation E110-R1 under The Employment Standards Act requires employers to provide female employees with transportation to or from their residences when the work period of a female employee begins or ends between midnight and 6 A.M.

Table 14.5 Travel Allowances or Transportation on Other Special Circumstances

An example of a special circumstance is in the case of illness or injury.

14.1 TRAVEL ALLOWANCE OR TRANSPORTATION ON COMPANY BUSINESS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	75.0	1,741	75.8
	Provision exists	1	25.0	555	24.2
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	150	78.5	13,800	86.2
	Provision exists	41	21.5	2,202	13.8
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	15	62.5	537	6.1
	Provision exists	9	37.5	8,195	93.9
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	35	64.8	1,448	25.5
	Provision exists	19	35.2	4,233	74.5
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	1,023	93.1
	Provision exists	1	12.5	76	6.9
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	232	73.7	14,461	56.5
	Provision exists	83	26.3	11,123	43.5
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	23	56.1	15,449	72.9
	Provision exists	18	43.9	5,750	27.1
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	466	72.8	48,866	60.0
	Provision exists	174	27.2	32,569	40.0
	TOTAL	640	100.0	81,435	100.0

14.2 TRAVEL ALLOWANCE OR TRANSPORTATION ON CALL-IN (BACK)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	50.0	564	24.6
	Provision exists	2	50.0	1,732	75.4
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	187	97.9	15,938	99.6
	Provision exists	4	2.1	64	0.4
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	21	87.5	5,577	63.9
	Provision exists	3	12.5	3,155	36.1
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	53	98.1	5,321	93.7
	Provision exists	1	1.9	360	6.3
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	992	90.3
	Provision exists	2	25.0	107	9.7
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	171	54.3	10,686	41.8
	Provision exists	144	45.7	14,898	58.2
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	37	90.2	17,529	82.7
	Provision exists	4	9.8	3,670	17.3
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	480	75.0	57,449	70.5
	Provision exists	160	25.0	23,986	29.5
	TOTAL	640	100.0	81,435	100.0

14.3 TRAVEL ALLOWANCE OR TRANSPORTATION ON OVERTIME

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	187	97.9	15,696	98.1
	Provision exists	4	2.1	306	1.9
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	23	95.8	7,911	90.6
	Provision exists	1	4.2	821	9.4
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	54	100.0	5,681	100.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	303	96.2	23,741	92.8
	Provision exists	12	3.8	1,843	7.2
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	41	100.0	21,199	100.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	623	97.3	78,465	96.4
	Provision exists	17	2.7	2,970	3.6
	TOTAL	640	100.0	81,435	100.0

14.4 TRAVEL ALLOWANCE OR TRANSPORTATION FOR NIGHT SHIFT EMPLOYEES

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	188	98.4	15,964	99.7
	Women only	1	0.5	8	0.1
	Any night shift employee	2	1.1	30	0.2
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	23	95.8	8,492	97.3
	Women only	1	4.2	240	2.7
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	54	100.0	5,681	100.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	217	68.9	13,041	51.0
	Women only	20	6.3	1,079	4.2
	Any night shift employee	78	24.8	11,464	44.8
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	41	100.0	21,199	100.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	538	84.1	68,614	84.3
	Women only	22	3.4	1,327	1.6
	Any night shift employee	80	12.5	11,494	14.1
	TOTAL	640	100.0	81,435	100.0

14.5 TRAVEL ALLOWANCE OR TRANSPORTATION ON OTHER SPECIAL CIRCUMSTANCES

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	50.0	91	4.0
	Provision exists	2	50.0	2,205	96.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	179	93.7	14,391	89.9
	Provision exists	12	6.3	1,611	10.1
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	21	87.5	8,643	99.0
	Provision exists	3	12.5	89	1.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	54	100.0	5,681	100.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	314	99.7	25,569	99.9
	Provision exists	1	0.3	15	0.1
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	41	100.0	21,199	100.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	621	97.0	77,430	95.1
	Provision exists	19	3.0	4,005	4.9
	TOTAL	640	100.0	81,435	100.0

14.6 MEAL ALLOWANCE WHILE IN TRAVEL STATUS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	165	86.4	15,138	94.6
	Provision exists	26	13.6	864	5.4
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	15	6.5	1,473	16.9
	Provision exists	9	37.5	7,259	83.1
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	49	90.7	5,286	93.0
	Provision exists	5	9.3	395	7.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	303	96.2	23,072	90.2
	Provision exists	12	3.8	2,512	9.8
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	36	87.8	20,024	94.5
	Provision exists	5	12.2	1,175	5.5
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	581	90.8	68,795	84.5
	Provision exists	59	9.2	12,640	15.5
	TOTAL	640	100.0	81,435	100.0

SECTION 15

OTHER ALLOWANCES

NOTES TO SECTION 15

Table 15.2 Paid Wash-up Time

This table refers to both personal and machine or work area clean-up.

Personal wash-up time includes wash-up, clean-up or changing of clothes.

Table 15.4 Supply of Work Clothing or Uniforms

This table does not apply to safety clothing or equipment. See Table 15.6.

15.1 REST PERIOD

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	45	23.6	3,335	20.8
	1 period, 10 minutes	2	1.0	352	2.2
	1 period, 15 minutes	1	0.5	24	0.2
	2 periods, total of 20 minutes	97	50.8	8,673	54.2
	2 periods, total of 30 minutes	41	21.5	2,860	17.9
	2 periods, time not stated	3	1.6	123	0.8
	Other	2	1.0	635	4.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	10	41.7	6,833	78.3
	2 periods, total of 20 minutes	2	8.3	34	0.4
	2 periods, total of 30 minutes	12	50.0	1,865	21.4
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	6	11.1	309	5.4
	2 periods, total of 20 minutes	1	1.9	140	2.5
	2 periods, total of 30 minutes	38	70.4	3,999	70.4
	2 periods, time not stated	2	3.7	60	1.1
	Other	7	13.0	1,173	20.7
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	1	12.5	8	0.7
	2 periods, total of 30 minutes	7	87.5	1,091	99.3
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	75	23.8	4,009	15.7
	1 period, 10 minutes	2	0.6	295	1.2
	2 periods, total of 20 minutes	11	3.5	1,066	4.2
	2 periods, total of 30 minutes	215	68.3	16,660	65.1
	2 periods, total of 40 minutes	10	3.2	3,424	13.4
	2 periods, time not stated	2	0.6	130	0.5
	TOTAL	315	100.0	25,584	100.0

15.1 REST PERIOD (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	14	34.1	6,455	30.5
	2 periods, total of 20 minutes	2	4.9	65	0.3
	2 periods, total of 30 minutes	25	61.0	14,679	69.2
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	157	24.5	23,737	29.1
	1 period, 10 minutes	4	0.6	647	0.8
	1 period, 15 minutes	1	0.2	24	0.0
	2 periods, total of 20 minutes	114	17.8	10,328	12.7
	2 periods, total of 30 minutes	338	52.8	41,154	50.5
	2 periods, total of 40 minutes	10	1.6	3,424	4.2
	2 periods, time not stated	7	1.1	313	0.4
	Other	9	1.4	1,808	2.2
	TOTAL	640	100.0	81,435	100.0

15.2 PAID WASH-UP TIME

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	153	80.1	12,278	76.7
	Personal wash-up time only	25	13.1	1,882	11.8
	Machine or work area clean-up	3	1.6	173	1.1
	Both personal and machine or work area clean-up	5	2.6	1,288	8.0
	Cannot determine	5	2.6	381	2.4
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	23	95.8	8,715	99.8
	Cannot determine	1	4.2	17	0.2
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	48	88.9	5,379	94.7
	Personal wash-up time only	3	5.6	182	3.2
	Both personal and machine or work area clean-up	2	3.7	80	1.4
	Cannot determine	1	1.9	40	0.7
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	312	99.1	25,480	99.6
	Personal wash-up time only	2	0.6	69	0.3
	Machine or work area clean-up	1	0.3	35	0.1
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	38	92.7	21,132	99.7
	Machine or work area clean-up	2	4.9	20	0.1
	Cannot determine	1	2.4	47	0.2
	TOTAL	41	100.0	21,199	100.0

15.2 PAID WASH-UP TIME (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	589	92.0	77,221	94.8
	Personal wash-up time only	30	4.7	2,133	2.6
	Machine or work area clean-up	6	0.9	228	0.3
	Both personal and machine or				
	work area clean-up	7	1.1	1,368	1.7
	Cannot determine	8	1.3	485	0.6
	TOTAL	640	100.0	81,435	100.0

15.3 MEAL ALLOWANCE AND/OR PAID MEAL PERIOD

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	25.0	9	0.4
	Meal or meal allowance - overtime	1	25.0	1,650	71.9
	Meal or meal allowance and/or paid meal period - other special circumstances	2	50.0	637	27.7
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	93	48.7	7,016	43.8
	Meal or meal allowance - overtime	64	33.5	4,583	28.6
	Paid meal period - overtime	5	2.6	1,373	8.6
	Meal or meal allowance - regular shift	1	0.5	30	0.2
	Paid meal period - regular shift	6	3.1	940	5.9
	Meal or meal allowance and paid meal period - overtime	13	6.8	631	3.9
	Meal or meal allowance and/or paid meal period - other special circumstances	7	3.7	1,308	8.2
	Other	2	1.0	121	0.8
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	8	33.3	1,384	15.9
	Meal or meal allowance - overtime	6	25.0	2,183	25.0
	Paid meal period - overtime	3	12.5	3,692	42.3
	Paid meal period - regular shift	1	4.2	3	0.0
	Meal or meal allowance and paid meal period - overtime	2	8.3	54	0.6
	Meal or meal allowance and paid meal period - regular shift	1	4.2	240	2.7
	Meal or meal allowance and/or paid meal period - other special circumstances	3	12.5	1,176	13.5
	TOTAL	24	100.0	8,732	100.0

15.3 MEAL ALLOWANCE AND/OR PAID MEAL PERIOD (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
TRADE	No provision	31	57.4	1,895	33.4
	Meal or meal allowance - overtime	13	24.1	1,438	25.3
	Paid meal period - overtime	1	1.9	20	0.4
	Meal or meal allowance and paid meal period - overtime	1	1.9	3	0.1
	Meal or meal allowance and/or paid meal period - other special circumstances	2	3.7	93	1.6
	Other	6	11.1	2,232	39.3
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	3	37.5	128	11.6
	Meal or meal allowance - overtime	5	62.5	971	88.4
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	156	49.5	7,581	29.6
	Meal or meal allowance - overtime	109	34.6	15,323	59.9
	Paid meal period - overtime	5	1.6	232	0.9
	Meal or meal allowance - regular shift	7	2.2	448	1.7
	Paid meal period - regular shift	12	3.8	916	3.6
	Meal or meal allowance and paid meal period - overtime	13	4.1	350	1.4
	Meal or meal allowance and/or paid meal period - other special circumstances	11	3.5	604	2.4
	Other	2	0.6	130	0.5
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	32	78.0	17,698	83.5
	Meal or meal allowance - overtime	9	22.0	3,501	16.5
	TOTAL	41	100.0	21,199	100.0

15.3 MEAL ALLOWANCE AND/OR PAID MEAL PERIOD (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	325	50.8	35,796	44.0
	Meal or meal allowance - overtime	208	32.5	30,056	36.9
	Paid meal period - overtime	14	2.2	5,317	6.5
	Meal or meal allowance - regular shift	8	1.2	478	0.6
	Paid meal period - regular shift	19	3.0	1,859	2.3
	Meal or meal allowance and paid meal period - overtime	30	4.7	1,388	1.7
	Meal or meal allowance and paid meal period - regular shift	1	0.2	240	0.3
	Meal or meal allowance and/or paid meal period - other special circumstances	25	3.9	3,818	4.7
	Other	10	1.6	2,483	3.0
	TOTAL	640	100.0	81,435	100.0

15.4 SUPPLY OF WORK CLOTHING OR UNIFORMS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	75.0	2,214	96.4
	At no cost to employee	1	25.0	82	3.6
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	122	63.9	10,941	68.4
	At no cost to employee	48	25.1	2,676	16.7
	At some cost to employee	9	4.7	1,024	6.4
	Monetary allowance	4	2.1	251	1.6
	Some clothing and uniforms provided at no cost and some at some cost	4	2.1	883	5.5
	Some clothing and uniforms provided at no cost and an allowance provided for others	4	2.1	227	1.4
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	11	45.8	6,947	79.5
	At no cost to employee	4	16.7	320	3.7
	At some cost to employee	5	20.8	112	1.3
	Monetary allowance	2	8.3	17	0.2
	Some clothing and uniforms provided at no cost and some at some cost	1	4.2	1,236	14.2
	Some clothing and uniforms provided at no cost and an allowance provided for others	1	4.2	100	1.1
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	19	35.2	2,776	48.9
	At no cost to employee	30	55.5	2,709	47.7
	At some cost to employee	1	1.9	104	1.8
	Monetary allowance	2	3.7	10	0.2
	Some clothing and uniforms provided at no cost and some at some cost	1	1.9	40	0.7
	Other	1	1.9	42	0.7
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	4	50.0	182	16.6
	At no cost to employee	4	50.0	917	83.4
	TOTAL	8	100.0	1,099	100.0

15.4 SUPPLY OF WORK CLOTHING OR UNIFORMS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	177	56.2	11,675	45.6
	At no cost to employee	59	18.7	8,611	33.7
	At some cost to employee	1	0.3	2	0.0
	Monetary allowance	56	17.8	3,015	11.8
	Some clothing and uniforms provided at no cost and some at some cost	2	0.6	70	0.3
	Some clothing and uniforms provided at no cost and an allowance provided for others	1	0.3	33	0.1
	Other	19	6.0	2,178	8.5
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	14	34.1	4,292	20.2
	At no cost to employee	22	53.7	15,541	73.3
	Monetary allowance	2	4.9	44	0.2
	Some clothing and uniforms provided at no cost and some at some cost	1	2.4	88	0.4
	Some clothing and uniforms provided at no cost and an allowance provided for others	2	4.9	1,234	5.8
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	352	55.0	39,519	48.5
	At no cost to employee	169	26.4	31,206	38.3
	At some cost to employee	16	2.5	1,242	1.5
	Monetary allowance	66	10.3	3,337	4.1
	Some clothing and uniforms provided at no cost and some at some cost	9	1.4	2,317	2.8
	Some clothing and uniforms provided at no cost and an allowance provided for others	8	1.3	1,594	2.0
	Other	20	3.1	2,220	2.7
	TOTAL	640	100.0	81,435	100.0

15.5 ALLOWANCE FOR TOOLS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	50.0	1,659	72.2
	Some cost to employee	1	25.0	555	24.2
	Monetary allowance	1	25.0	82	3.6
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	158	82.7	13,055	81.6
	No cost to employee	18	9.4	1,160	7.2
	Tools supplied by employee	1	0.5	15	0.1
	Monetary allowance	8	4.2	638	4.0
	Tools supplied by employee with replacement cost fully covered by employer	4	2.1	329	2.1
	Tools supplied by employee with replacement cost partially covered by employer	1	0.5	800	5.0
	Other	1	0.5	5	0.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	20	83.3	3,777	43.2
	No cost to employee	2	8.3	1,719	19.7
	Monetary allowance	1	4.2	1,236	14.2
	Tools supplied by employee with replacement cost fully covered by employer	1	4.2	2,000	22.9
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	50	92.6	5,583	98.3
	No cost to employee	2	3.7	53	0.9
	Tools supplied by employee with replacement cost fully covered by employer	2	3.7	45	0.8
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	305	96.8	21,498	84.0
	No cost to employee	8	2.5	3,765	14.7
	Some cost to employee	1	0.3	302	1.2
	Other	1	0.3	19	0.1
	TOTAL	315	100.0	25,584	100.0

15.5 ALLOWANCE FOR TOOLS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	26	63.4	16,550	78.1
	No cost to employee	5	12.2	1,214	5.7
	Some cost to employee	2	4.9	6	0.0
	Monetary allowance	4	9.8	3,174	15.0
	Tools supplied by employee with replacement cost fully covered by employer	4	9.8	255	1.2
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	570	89.1	63,628	78.1
	No cost to employee	35	5.4	7,911	9.7
	Some cost to employee	4	0.6	863	1.1
	Tools supplied by employee	1	0.2	15	0.0
	Monetary allowance	14	2.2	5,130	6.3
	Tools supplied by employee with replacement cost fully covered by employer	13	2.0	3,064	3.8
	Tools supplied by employee with replacement cost partially covered by employer	1	0.2	800	1.0
	Other	2	0.3	24	0.0
	TOTAL	640	100.0	81,435	100.0

15.6 ALLOWANCES FOR SAFETY EQUIPMENT AND/OR PROTECTIVE CLOTHING

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	25.0	1,650	71.9
	No cost to employee	1	25.0	555	24.2
	Monetary allowance	1	25.0	9	0.4
	Some items supplied at no cost, others at some cost	1	25.0	82	3.6
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	91	47.6	5,899	36.9
	No cost to employee	48	25.1	4,308	26.9
	Some cost to employee	6	3.1	753	4.7
	Monetary allowance	15	7.9	1,608	10.0
	Some items supplied at no cost, others at some cost	6	3.1	538	3.4
	Some items supplied at no cost, monetary allowance provided for others	22	11.5	2,611	16.3
	Other	3	1.6	285	1.8
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	14	58.3	3,447	39.5
	No cost to employee	4	16.7	303	3.5
	Monetary allowance	2	8.3	41	0.5
	Some items supplied at no cost, others at some cost	3	12.5	4,924	56.4
	Some items supplied at no cost, monetary allowance provided for others	1	4.2	17	0.2
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	37	68.5	4,764	83.9
	No cost to employee	11	20.4	658	11.6
	Some cost to employee	1	1.8	40	0.7
	Monetary allowance	3	5.6	179	3.1
	Some items supplied at no cost, monetary allowance provided for others	2	3.7	40	0.7
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	4	50.0	182	16.6
	No cost to employee	4	50.0	917	83.4
	TOTAL	8	100.0	1,099	100.0

15.6 ALLOWANCES FOR SAFETY EQUIPMENT AND/OR PROTECTIVE CLOTHING (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	268	85.1	17,993	70.3
	No cost to employee	42	13.3	7,412	29.0
	Some items supplied at no cost, monetary allowance provided for others	5	1.6	179	0.7
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	18	43.9	2,643	12.5
	No cost to employee	11	26.8	1,292	6.1
	Some cost to employee	1	2.4	88	0.4
	Monetary allowance	9	22.0	14,135	66.7
	Some items supplied at no cost, monetary allowance provided for others	1	2.4	15	0.1
	Other	1	2.4	3,026	14.3
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	433	67.7	36,578	44.9
	No cost to employee	122	19.1	15,795	19.4
	Some cost to employee	8	1.2	881	1.1
	Monetary allowance	30	4.7	15,972	19.6
	Some items supplied at no cost, others at some cost	10	1.6	5,544	6.8
	Some items supplied at no cost, monetary allowance provided for others	33	5.2	3,354	4.1
	Other	4	0.6	3,311	4.1
	TOTAL	640	100.0	81,435	100.0

15.7 MOVING EXPENSES

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	191	100.0	16,002	100.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	23	95.8	7,907	90.6
	Employer pays full cost	1	4.2	825	9.4
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	52	96.3	5,291	93.2
	Employer pays full cost	1	1.9	360	6.3
	Other	1	1.9	30	0.5
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	1,057	96.2
	Employer pays percentage of cost	1	12.5	42	3.8
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	314	99.7	25,374	99.2
	Other	1	0.3	210	0.8
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	31	75.6	7,014	33.1
	Employer pays full cost	1	2.4	50	0.2
	Employer pays percentage of cost	9	22.0	14,135	66.7
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	625	97.6	65,783	80.8
	Employer pays full cost	3	0.5	1,235	1.5
	Employer pays percentage of cost	10	1.6	14,177	17.4
	Other	2	0.3	240	0.3
	TOTAL	640	100.0	81,435	100.0

15.8 NORTHERN ALLOWANCE, NORTHERN HOUSING, ISOLATION PAY

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
		4	100.0	2,296	100.0
	TOTAL				
MANUFACTURING	No provision	188	98.4	15,976	99.8
	Provision exists	3	1.6	26	0.2
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	18	75.0	1,828	20.9
	Provision exists	6	25.0	6,904	79.1
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	46	85.2	4,041	71.1
	Provision exists	8	14.8	1,640	28.9
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	223	20.3
	Provision exists	2	25.0	876	79.7
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	290	92.1	22,903	89.5
	Provision exists	25	7.9	2,681	10.5
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	28	68.3	6,779	32.0
	Provision exists	13	31.7	14,420	68.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	583	91.1	54,888	67.4
	Provision exists	57	8.9	26,547	32.6
	TOTAL	640	100.0	81,435	100.0

SECTION 16

COST-OF-LIVING CLAUSES

NOTES TO SECTION 16

A cost-of-living bonus may be defined as regular cents-per-hour or percentage payments made to workers through the operation of escalator clauses or other cost of living adjustments. The rate is determined in accordance with changes in the cost of living as measured by a designated index. In collective agreements usually the Consumer Price Index is used.

16.1 COST OF LIVING PROVISION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	25.0	9	0.4
	Effective during agreement	2	50.0	1,732	75.4
	Implemented at a later date	1	25.0	555	24.2
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	159	83.2	11,852	74.1
	Effective during agreement	24	12.6	2,958	18.5
	Implemented at a later date	8	4.2	1,192	7.4
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	18	75.0	7,207	82.5
	Effective during agreement	3	12.5	1,482	17.0
	Implemented at a later date	3	12.5	43	0.5
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	47	87.0	5,048	88.9
	Effective during agreement	6	11.1	273	4.8
	Implemented at a later date	1	1.9	360	6.3
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	981	89.3
	Implemented at a later date	2	25.0	118	10.7
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	214	68.0	17,316	67.7
	Effective during agreement	42	13.3	3,454	13.5
	Implemented at a later date	59	18.7	4,814	18.8
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	20	48.8	2,930	13.8
	Effective during agreement	8	19.5	3,929	18.5
	Implemented at a later date	13	31.7	14,340	67.7
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	467	73.0	45,835	56.3
	Effective during agreement	86	13.4	14,178	17.4
	Implemented at a later date	87	13.6	21,422	26.3
	TOTAL	640	100.0	81,435	100.0

16.2 COLA - FREQUENCY OF REVIEW

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	25.0	9	0.4
	Quarterly	3	75.0	2,287	99.6
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	159	83.2	11,852	74.1
	Monthly	3	1.6	469	2.9
	Quarterly	10	5.2	1,658	10.4
	Semi-annually	1	0.5	375	2.3
	Annually	1	0.5	120	0.7
	Once during agreement	7	3.7	834	5.2
	CPI trigger	8	4.2	600	3.8
	Cannot determine	1	0.5	4	0.0
	Other	1	0.5	90	0.6
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	18	75.0	7,207	82.5
	Annually	1	4.2	1,236	14.2
	Once during agreement	3	12.5	42	0.5
	CPI trigger	2	8.3	247	2.8
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	47	87.0	5,048	88.9
	Monthly	1	1.9	2	0.0
	Quarterly	1	1.9	30	0.5
	Semi-annually	1	1.9	15	0.3
	Annually	1	1.9	120	2.1
	CPI trigger	1	1.8	360	6.3
	Cannot determine	1	1.8	103	1.8
	Other	1	1.8	3	0.1
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	981	89.3
	Once during agreement	2	25.0	118	10.7
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	214	67.9	17,316	67.7
	Monthly	17	5.4	28	0.1
	Quarterly	2	0.6	89	0.3
	Annually	18	5.7	1,830	7.2
	Once during agreement	62	19.7	5,748	22.5
	CPI trigger	2	0.6	573	2.2
	TOTAL	315	100.0	25,584	100.0

16.2 COLA - FREQUENCY OF REVIEW (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	20	48.8	2,930	13.8
	Monthly	1	2.4	13	0.1
	Quarterly	3	7.3	142	0.7
	Annually	4	9.8	3,774	17.8
	Once during agreement	13	31.7	14,340	67.6
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	467	73.0	45,835	56.3
	Monthly	22	3.4	512	0.6
	Quarterly	19	3.0	4,206	5.2
	Semi-annually	2	0.3	390	0.5
	Annually	25	3.9	7,080	8.7
	Once during agreement	87	13.6	21,082	25.9
	CPI trigger	14	2.2	2,130	2.6
	Cannot determine	2	0.3	107	0.1
	Other	2	0.3	93	0.1
	TOTAL	640	100.0	81,435	100.0

16.3 METHOD OF CALCULATING COLA ADJUSTMENTS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	25.0	9	0.4
	Cents per hour adjustment for specified point change in CPI	2	50.0	1,732	75.4
	Cents per hour adjustment for specified percentage change in CPI	1	25.0	555	24.2
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	159	83.2	11,852	74.1
	Cents per hour adjustment for specified point change in CPI	17	8.9	2,678	16.7
	Amount per month adjustment for specified point change in CPI	1	0.5	24	0.1
	Percentage adjustment in wages for specified percentage change in CPI	11	5.8	1,306	8.2
	Cents per hour adjustment for specified percentage change in CPI	3	1.6	142	0.9
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	18	75.0	7,207	82.6
	Percentage adjustment in wages for specified percentage change in CPI	4	16.7	282	3.2
	Cents per hour adjustment for specified percentage change in CPI	2	8.3	1,243	14.2
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	47	87.0	5,048	88.9
	Cents per hour adjustment for specified point change in CPI	1	1.9	2	0.0
	Percentage adjustment in wages for specified percentage change in CPI	4	7.4	241	4.2
	Other	2	3.7	390	6.9
	TOTAL	54	100.0	5,681	100.0

16.3 METHOD OF CALCULATING COLA ADJUSTMENTS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	981	89.3
	Percentage adjustment in wages for specified percentage change in CPI	2	25.0	118	10.7
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	214	67.9	17,316	67.7
	Cents per hour adjustment for specified point change in CPI	2	0.6	89	0.3
	Percentage adjustment in wages for specified percentage change in CPI	83	26.4	8,154	31.9
	Cents per hour adjustment for specified percentage change in CPI	16	5.1	25	0.1
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	20	48.8	2,930	13.8
	Cents per hour adjustment for specified point change in CPI	4	9.8	155	0.7
	Percentage adjustment in wages for specified percentage change in CPI	14	34.1	14,345	67.7
	Cents per hour adjustment for specified percentage change in CPI	3	7.3	3,769	17.8
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	467	73.0	45,835	56.3
	Cents per hour adjustment for specified point change in CPI	27	4.2	5,006	6.2
	Amount per month adjustment for specified point change in CPI	1	0.2	24	0.0
	Percentage adjustment in wages for specified percentage change in CPI	118	18.4	24,446	30.0
	Cents per hour adjustment for specified percentage change in CPI	25	3.9	5,734	7.0
	Other	2	0.3	390	0.5
	TOTAL	640	100.0	81,435	100.0

SECTION 17

GRIEVANCE PROCEDURES

NOTES TO SECTION 17

A grievance procedure is a formal plan, specified in the collective agreement, which provides a channel for the resolution of grievances through discussions at progressively higher levels of authority in company and union, culminating in arbitration if necessary.

Table 17.1 Employee Grievance - Initial Presentation

This table refers to the relaying of the grievance to management; that is, beyond the informing of the union steward or union representative.

Table 17.2 Employee Grievance - Time Limit to Initiate

This table is expressed in working days.

Table 17.3 Special Grievance Procedure in Disciplinary or Dismissal Cases

In this table, dismissal means dismissal for cause, not the normal separation due to lay-off or to any other non-disciplinary reason.

This table refers to a grievance procedure different from the normal procedure. This often means shorter and/or faster.

Table 17.4 Grievance Procedure for Class Action

A class action is one brought forward by the union on behalf of a group or class of employees. A class action grievance may also be referred to as a union grievance.

Table 17.5 Grievance of Job Classification or Re-classification

This table refers to specific statements in collective agreements permitting the union to bring a grievance against employer action to establish or modify a job classification.

NOTES TO SECTION 17 (CONT'D)

Table 17.6 Arbitration - Number of Arbitrators

Arbitration is a method of settling labour-management disputes through recourse to an impartial third party, whose decision is usually final and binding.

The parties to collective agreements may develop their own arbitration procedures. However, in the event that no procedure exists, The Labour Relations Act provides one.

17.1 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Union representative only	1	25.0	9	0.4
	Employee with or without union representative	3	75.0	2,287	99.6
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	3	1.6	46	0.3
	Employee only	23	12.0	1,887	11.8
	Union representative only	10	5.2	562	3.5
	Employee with or without union representative	118	61.8	10,656	66.6
	Grievance committee	14	7.3	1,185	7.4
	Union representative with or without employee	23	12.0	1,666	10.4
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	1	4.2	3	0.0
	Employee with or without union representative	23	95.8	8,729	100.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	1	1.9	30	0.5
	Employee only	6	11.1	1,218	21.4
	Union representative only	5	9.2	244	4.3
	Employee with or without union representative	38	70.4	3,982	70.1
	Grievance committee	1	1.9	42	0.7
	Mentioned but not specified	1	1.9	28	0.5
	Union representative with or without employee	2	3.7	137	2.4
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	Employee only	3	37.5	74	6.7
	Employee with or without union representative	5	62.5	1,025	93.3
	TOTAL	8	100.0	1,099	100.0

17.1 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	3	1.0	263	1.0
	Employee only	98	31.1	9,652	37.7
	Union representative only	2	0.6	172	0.7
	Employee with or without union representative	203	64.4	14,971	58.5
	Grievance committee	8	2.5	524	2.1
	Mentioned but not specified	1	0.3	2	0.0
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	Employee only	7	17.1	203	1.0
	Employee with or without union representative	29	70.7	20,743	97.8
	Grievance committee	4	9.8	214	1.0
	Union representative with or without employee	1	2.4	39	0.2
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	8	1.3	342	0.4
	Employee only	137	21.4	13,034	16.0
	Union representative only	18	2.8	987	1.2
	Employee with or without union representative	422	65.9	63,235	77.7
	Grievance committee	27	4.2	1,965	2.4
	Mentioned but not specified	2	0.3	30	0.0
	Union representative with or without employee	26	4.1	1,842	2.3
	TOTAL	640	100.0	81,435	100.0

17.2 EMPLOYEE GRIEVANCE - TIME LIMIT TO INITIATE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	5 days	1	25.0	555	24.1
	7 days	2	50.0	91	4.0
	12 to 14 days	1	25.0	1,650	71.9
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	63	33.0	4,970	31.1
	1 to 4 days	36	18.8	4,408	27.5
	5 days	37	19.4	2,177	13.6
	7 days	12	6.3	826	5.2
	8 to 10 days	12	6.3	972	6.1
	12 to 14 days	2	1.0	198	1.2
	15 days	20	10.5	1,227	7.7
	25 to 45 days	9	4.7	1,224	7.6
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	1	4.2	3	0.0
	1 to 4 days	2	8.3	109	1.3
	5 days	4	16.7	1,597	18.3
	7 days	7	29.1	154	1.8
	8 to 10 days	5	20.8	3,206	36.7
	15 days	1	4.2	10	0.1
	25 to 45 days	4	16.7	3,653	41.8
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	4	7.4	110	1.9
	1 to 4 days	2	3.7	80	1.4
	5 days	7	12.9	191	3.3
	7 days	1	1.9	40	0.7
	8 to 10 days	8	14.8	550	9.7
	12 to 14 days	4	7.4	54	1.0
	15 days	25	46.3	4,253	74.9
	20 to 21 days	2	3.7	400	7.0
	25 to 45 days	1	1.9	3	0.1
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	7 days	3	37.5	115	10.5
	8 to 10 days	2	25.0	810	73.7
	20 to 21 days	3	37.5	174	15.8
	TOTAL	8	100.0	1,099	100.0

17.2 EMPLOYEE GRIEVANCE - TIME LIMIT TO INITIATE (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	32	10.2	801	3.1
	1 to 4 days	19	6.0	276	1.1
	5 days	21	6.7	3,298	12.9
	7 days	26	8.3	3,082	12.1
	8 to 10 days	29	9.2	4,029	15.7
	12 to 14 days	25	7.9	1,639	6.4
	15 days	102	32.4	6,329	24.7
	20 to 21 days	53	16.8	5,318	20.8
	25 to 45 days	8	2.5	812	3.2
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	4	9.8	770	3.6
	1 to 4 days	4	9.8	26	0.1
	5 days	3	7.3	160	0.8
	7 days	3	7.3	65	0.3
	8 to 10 days	6	14.6	380	1.8
	12 to 14 days	1	2.4	43	0.2
	15 days	9	22.0	4,579	21.6
	20 to 21 days	9	22.0	14,135	66.7
	25 to 45 days	2	4.9	1,041	4.9
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	106	16.6	7,146	8.8
	1 to 4 days	63	9.8	4,899	6.0
	5 days	73	11.4	7,978	9.8
	7 days	54	8.4	4,373	5.4
	8 to 10 days	62	9.7	9,947	12.2
	12 to 14 days	34	5.3	3,934	4.8
	15 days	157	24.5	16,398	20.1
	20 to 21 days	67	10.5	20,027	24.6
	25 to 45 days	24	3.8	6,733	8.3
	TOTAL	640	100.0	81,435	100.0

17.3 SPECIAL GRIEVANCE PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Number of steps reduced	2	50.0	2,205	96.0
	Fewer steps and reduced delay between steps	2	50.0	91	4.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	108	56.5	7,336	45.8
	Number of steps reduced	42	22.0	5,612	35.1
	Delays between steps reduced	11	5.8	525	3.3
	Fewer steps and reduced delay between steps	30	15.7	2,529	15.8
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	10	41.7	739	8.5
	Number of steps reduced	5	20.8	2,113	24.2
	Delays between steps reduced	3	12.5	25	0.3
	Fewer steps and reduced delay between steps	6	25.0	5,855	67.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	32	59.3	3,557	62.6
	Number of steps reduced	4	7.4	533	9.4
	Delays between steps reduced	16	29.6	1,531	26.9
	Fewer steps and reduced delay between steps	2	3.7	60	1.1
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	1	12.5	76	6.9
	Number of steps reduced	4	50.0	116	10.6
	Fewer steps and reduced delay between steps	3	37.5	907	82.5
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	206	65.4	13,202	51.6
	Number of steps reduced	87	27.6	9,498	37.1
	Delays between steps reduced	10	3.2	1,857	7.3
	Fewer steps and reduced delay between steps	12	3.8	1,027	4.0
	TOTAL	315	100.0	25,584	100.0

17.3 SPECIAL GRIEVANCE PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	21	51.2	6,657	31.4
	Number of steps reduced	14	34.2	14,336	67.6
	Delays between steps reduced	3	7.3	61	0.3
	Fewer steps and reduced delay between steps	3	7.3	145	0.7
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	379	59.2	31,974	39.3
	Number of steps reduced	159	24.8	34,763	42.7
	Delays between steps reduced	44	6.9	4,084	5.0
	Fewer steps and reduced delay between steps	58	9.1	10,614	13.0
	TOTAL	640	100.0	81,435	100.0

17.4 GRIEVANCE PROCEDURE IN CLASS ACTION CASES

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	25.0	82	3.6
	Number of steps reduced	2	50.0	2,205	96.0
	Same as general grievance procedure	1	25.0	9	0.4
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	119	62.3	8,631	54.0
	Number of steps reduced	39	20.4	4,995	31.2
	Fewer steps and reduced delay between steps	1	0.5	119	0.7
	Same as general grievance procedure	32	16.8	2,257	14.1
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	19	79.2	3,384	38.8
	Number of steps reduced	3	12.5	2,838	32.5
	Same as general grievance procedure	2	8.3	2,510	28.7
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	47	87.0	5,524	97.3
	Number of steps reduced	6	11.1	127	2.2
	Same as general grievance procedure	1	1.9	30	0.5
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	981	89.3
	Number of steps reduced	2	25.0	118	10.7
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	152	48.3	9,601	37.5
	Number of steps reduced	145	46.0	13,643	53.3
	Delays between steps reduced	1	0.3	60	0.2
	Fewer steps and reduced delay between steps	3	1.0	254	1.0
	Same as general grievance procedure	14	4.4	2,026	7.9
	TOTAL	315	100.0	25,584	100.0

17.4 GRIEVANCE PROCEDURE IN CLASS ACTION CASES (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	13	31.7	974	4.6
	Number of steps reduced	23	56.1	14,991	70.7
	Same as general grievance procedure	5	12.2	5,234	24.7
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	359	56.1	29,934	36.8
	Number of steps reduced	221	34.5	39,002	47.9
	Delays between steps reduced	1	0.2	60	0.1
	Fewer steps and reduced delay between steps	4	0.6	373	0.5
	Same as general grievance procedure	55	8.6	12,066	14.8
	TOTAL	640	100.0	81,435	100.0

17.5 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	50.0	637	27.7
	Provision exists	2	50.0	1,659	72.3
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	179	93.7	13,458	84.1
	Provision exists	12	6.3	2,544	15.9
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION- AND OTHER UTILITIES	No provision	23	95.8	8,722	100.0
	Provision exists	1	4.2	10	0.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	45	83.3	5,146	90.6
	Provision exists	9	16.7	535	9.4
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	981	89.3
	Provision exists	2	25.0	118	10.7
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	247	78.4	16,705	65.3
	Provision exists	68	21.6	8,879	34.7
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	19	46.3	3,297	15.6
	Provision exists	22	53.7	17,902	84.4
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	523	81.7	49,703	61.0
	Provision exists	117	18.3	31,732	39.0
	TOTAL	640	100.0	81,435	100.0

17.6 NUMBER OF ARBITRATORS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Board of arbitrators	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	4	2.1	281	1.8
	Single arbitrator	21	11.0	1,471	9.2
	Board of arbitration	141	73.8	10,991	68.7
	Single arbitrator, or by mutual consent, or in special circumstances, a board of arbitration	8	4.2	930	5.8
	Board of arbitration, or by mutual consent, or in special circumstances, a single arbitrator	10	5.2	2,179	13.6
	Other	7	3.7	150	0.9
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	Single arbitrator	4	16.7	846	9.7
	Board of arbitration	16	66.6	6,534	74.8
	Single arbitrator, or by mutual consent, or in special circumstances, a board of arbitration	4	16.7	1,352	15.5
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	1	1.9	30	0.5
	Single arbitrator	16	29.6	471	8.3
	Board of arbitration	28	51.8	3,618	63.7
	Single arbitrator, or by mutual consent, or in special circumstances, a board of arbitration	1	1.9	10	0.2
	Board of arbitration, or in special circumstances, a single arbitrator	8	14.8	1,552	27.3
	TOTAL	54	100.0	5,681	100.0

17.6 NUMBER OF ARBITRATORS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FINANCE, INSURANCE AND REAL ESTATE	Single arbitrator	3	37.5	115	10.5
	Board of arbitration	2	25.0	856	77.9
	Single arbitrator, or by mutual consent, or in special circumstances, a board of arbitration	2	25.0	118	10.7
	Board of arbitration, or by mutual consent, or in special circumstances, a single arbitrator	1	12.5	10	0.9
	TOTAL	8	100.0	1,099	100.0
SERVICE	Single arbitrator	22	7.0	2,969	11.6
	Board of arbitration	123	39.0	9,796	38.3
	Single arbitrator, or by mutual consent, or in special circumstances, a board of arbitration	30	9.5	3,624	14.2
	Board of arbitration, or by mutual consent, or in special circumstances, a single arbitrator	137	43.5	8,909	34.8
	Other	3	1.0	286	1.1
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	1	2.4	9	0.0
	Single arbitrator	3	7.3	97	0.5
	Board of arbitration	22	53.7	3,138	14.8
	Single arbitrator, or by mutual consent, or in special circumstances, a board of arbitration	1	2.4	3,026	14.3
	Board of arbitration, or by mutual consent, or in special circumstances, a single arbitrator	14	34.2	14,929	70.4
	TOTAL	41	100.0	21,199	100.0

17.6 NUMBER OF ARBITRATORS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	6	0.9	320	0.4
	Single arbitrator	71	11.1	6,726	8.3
	Board of arbitration	337	52.7	37,314	45.8
	Single arbitrator, or by mutual consent, or in special circumstances, a board of arbitration	46	7.2	9,060	11.1
	Board of arbitration, or by mutual consent, or in special circumstances, a single arbitrator	170	26.6	27,579	33.9
	Other	10	1.6	436	0.5
	TOTAL	640	100.0	81,435	100.0

17.7 COMPENSATION FOR GRIEVANCE WORK

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	1	25.0	55	24.2
	Union officials receive time off, without loss of pay	3	75.0	1,741	75.8
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	108	56.5	6,584	41.1
	Union officials receive time off, without loss of pay	76	39.8	9,056	56.6
	Remuneration for specified number of hours only	2	1.1	185	1.2
	Union officials receive time off, but no indication if paid or unpaid	4	2.1	142	0.9
	Unpaid leave of absence for grievance work	1	0.5	35	0.2
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	10	41.6	3,246	37.2
	Union officials receive time off, without loss of pay	14	58.3	5,486	62.8
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	32	59.3	2,802	49.3
	Union officials receive time off, without loss of pay	22	40.7	2,879	50.7
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	1	12.5	10	0.9
	Union officials receive time off, without loss of pay	6	75.0	1,013	92.2
	Other	1	12.5	76	6.9
	TOTAL	8	100.0	1,099	100.0

17.7 COMPENSATION FOR GRIEVANCE WORK (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	115	36.5	6,712	26.2
	Union officials receive time off, without loss of pay	197	62.6	17,208	67.3
	Union officials receive time off, but no indication if paid or unpaid	1	0.3	69	0.3
	Unpaid leave of absence for grievance work	1	0.3	1,593	6.2
	Other	1	0.3	2	0.0
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	16	39.0	3,613	17.0
	Union officials receive time off, without loss of pay	24	58.5	17,461	82.4
	Union officials receive time off, but no indication if paid or unpaid	1	2.5	125	0.6
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	285	44.6	24,014	29.5
	Union officials receive time off, without loss of pay	343	53.6	55,194	67.8
	Remuneration for specified number of hours only	2	0.3	185	0.2
	Union officials receive time off, but no indication if paid or unpaid	6	0.9	336	0.4
	Unpaid leave of absence for grievance work	2	0.3	1,628	2.0
	Other	2	0.3	78	0.1
	TOTAL	640	100.0	81,435	100.0

SECTION 18

MISCELLANEOUS

NOTES TO SECTION 18

Table 18.1 Industrial Safety

This table indicates those agreements having safety programs and/or safety committees. These programs or committees deal with such areas as plant safety, sanitation and employee health.

Section 40 of The Workplace Safety and Health Act provides for the designation of certain workplaces in which the employer is required to establish a workplace health and safety committee. To date, slightly under 400 such workplaces have been designated in Manitoba.

Table 18.3 Interim Agreement Provisions

Interim agreement provisions are those clauses found in collective agreements which state that all or some of the collective agreement provisions are deemed to be in effect during the time when one agreement expires and the subsequent agreement comes into effect.

Interim agreement provisions may also be referred to as extended agreement provisions or essential services provisions (for the safety and health of employees or protection of property).

Table 18.4 Reopener Clause - Subject Matter

Reopener clauses permit the parties to reopen the agreement during its term (generally under specified circumstances or at specified periods of time) for further negotiations to meet economic and other conditions prior to the actual expiration of the agreement.

Table 18.8 Profit-Sharing Plan

A profit-sharing plan is a procedure under which an employer pays his employees, in addition to their regular pay, a share of the profits of the business as a whole.

NOTES TO SECTION 18 (CONT'D)

Table 18.9 Sexual Harassment

Sexual harassment refers to clauses which specifically state that sexual harassment is a recognizable form of discrimination on the basis of sex, and that such discrimination will not be condoned or tolerated.

Section 6 of The Human Rights Act states that no employer or person acting on behalf of an employer, shall discriminate against a person in respect of employment or any term or condition of employment, because of race, nationality, religion, colour, sex, age, marital status, physical or mental handicap, ethnic or national origin, or political beliefs or family status of that person.

18.1 INDUSTRIAL SAFETY

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Safety program	1	25.0	9	0.4
	Safety committee	1	25.0	555	24.2
	Safety program and safety committee	2	50.0	1,732	75.4
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	73	38.2	5,803	36.3
	Safety program	54	28.3	3,510	21.9
	Safety committee	21	11.0	1,789	11.2
	Safety program and safety committee	43	22.5	4,900	30.6
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	9	37.5	1,783	20.4
	Safety program	4	16.7	88	1.0
	Safety committee	5	20.8	51	0.6
	Safety program and safety committee	6	25.0	6,810	78.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	25	46.3	1,188	20.9
	Safety program	15	27.8	2,897	51.0
	Safety committee	9	16.7	1,211	21.3
	Safety program and safety committee	5	9.3	385	6.8
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	299	27.2
	Safety program and safety committee	1	12.5	800	72.8
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	129	41.0	6,574	25.7
	Safety program	46	14.6	6,447	25.2
	Safety committee	127	40.3	10,074	39.4
	Safety program and safety committee	13	4.1	2,489	9.7
	TOTAL	315	100.0	25,584	100.0

18.1 INDUSTRIAL SAFETY (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	15	36.6	2,413	11.4
	Safety program	4	9.8	1,218	5.7
	Safety committee	7	17.1	312	1.5
	Safety program and safety committee	15	36.6	17,256	81.4
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	259	40.5	18,467	22.7
	Safety program	124	19.4	14,169	17.4
	Safety committee	170	26.6	13,992	17.2
	Safety program and safety committee	87	13.6	34,807	42.7
	TOTAL	640	100.0	81,435	100.0

18.2 TRAINING OR RE-TRAINING (NOT RELATED TO TECHNOLOGICAL CHANGE)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	50.0	637	27.7
	Combination of provisions	2	50.0	1,659	72.3
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	116	60.7	8,360	52.2
	On the job training	12	6.3	1,660	10.4
	Apprenticeship program	16	8.4	1,040	6.5
	Company sponsored and/or supports off premises training program	1	0.5	385	2.4
	Tuition/financial assistance	2	1.0	42	0.3
	Combination of provisions	14	7.3	1,679	10.5
	Training mentioned, but not specified	30	15.7	2,836	17.7
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	13	54.2	1,848	21.2
	On the job training	1	4.2	34	0.4
	Company sponsors and/or supports off premises training program	2	8.3	1,573	18.0
	Combination of provisions	5	20.8	3,756	42.9
	Training mentioned, but not specified	3	12.5	1,521	17.4
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	39	72.2	2,579	45.4
	On the job training	9	16.7	2,755	48.5
	Company sponsors and/or supports off premises training program	1	1.9	104	1.8
	Combination of provisions	4	7.4	168	3.0
	Training mentioned, but not specified	1	1.9	75	1.3
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	6	75.0	243	22.1
	Combination of provisions	2	25.0	856	77.9
	TOTAL	8	100.0	1,099	100.0

18.2 TRAINING OR RE-TRAINING (NOT RELATED TO TECHNOLOGICAL CHANGE) (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	137	43.5	5,849	22.9
	On the job training	2	0.6	168	0.7
	Company sponsors and/or supports off premises training program	7	2.2	1,679	6.6
	Tuition/financial assistance	8	2.5	414	1.6
	Combination of provisions	152	48.3	13,712	53.6
	Training mentioned, but not specified	9	2.9	3,762	14.7
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	21	51.2	13,443	63.4
	On the job training	1	2.4	47	0.2
	Combination of provisions	15	36.6	7,571	35.7
	Training mentioned, but not specified	4	9.8	138	0.7
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	335	52.3	33,044	40.6
	On the job training	25	3.9	4,664	5.7
	Apprenticeship program	16	2.5	1,040	1.3
	Company sponsors and/or supports off premises training program	11	1.7	3,741	4.6
	Tuition/financial assistance	10	1.6	456	0.6
	Combination of provisions	196	30.6	30,158	37.0
	Training mentioned, but not specified	47	7.3	8,332	10.2
	TOTAL	640	100.0	81,435	100.0

18.3 INTERIM AGREEMENT PROVISIONS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	Provision exists for entire collective agreement for all bargaining unit members	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	13	6.8	1,490	9.3
	Provision exists for entire collective agreement for all bargaining unit members	178	93.2	14,512	90.7
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	1	4.2	7	0.1
	Provision exists for entire collective agreement for all bargaining unit members	23	95.8	8,725	99.9
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	7	13.0	1,056	18.6
	Provision exists for entire collective agreement for all bargaining unit members	47	87.0	4,625	81.4
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	Provision exists for entire collective agreement for all bargaining unit members	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	33	10.5	1,466	5.7
	Provision exists for entire collective agreement for all bargaining unit members	282	89.5	24,118	94.3
	TOTAL	315	100.0	25,584	100.0

18.3 INTERIM AGREEMENT PROVISIONS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	6	14.6	177	0.8
	Provision exists for entire collective agreement for all bargaining unit members	35	85.4	21,022	99.2
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	60	9.4	4,196	5.2
	Provision exists for entire collective agreement for all bargaining unit members	580	90.6	77,239	94.8
	TOTAL	640	100.0	81,435	100.0

18.4 RE-OPENER CLAUSE - SUBJECT MATTER

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	3	75.0	2,287	99.6
	Wage re-opener clause only	1	25.0	9	0.4
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	183	95.8	15,620	97.6
	Wage re-opener clause only	5	2.6	251	1.6
	Combination of wage and non-wage re-opener clauses	2	1.1	125	0.8
	Re-opener clause but no reference to subject matter	1	0.5	6	0.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	21	87.5	7,077	81.0
	Wage re-opener clause only	3	12.5	1,655	19.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	52	96.3	5,576	98.1
	Wage re-opener clause only	1	1.9	10	0.2
	Non-wage re-opener clause only	1	1.9	95	1.7
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	299	27.2
	Combination of wage and non-wage re-opener clauses	1	12.5	800	72.8
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	306	97.1	25,196	98.5
	Wage re-opener clause only	4	1.3	220	0.9
	Non-wage re-opener clause only	3	1.0	106	0.4
	Combination of wage and non-wage re-opener clauses	1	0.3	32	0.1
	Re-opener clause but no reference to subject matter	1	0.3	30	0.1
	TOTAL	315	100.0	25,584	100.0

18.4 RE-OPENER CLAUSE - SUBJECT MATTER (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
PUBLIC ADMINISTRATION	No provision	40	97.6	19,584	92.4
	Wage re-opener clause only	1	2.4	1,615	7.6
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	615	96.1	76,481	93.9
	Wage re-opener clause only	15	2.4	3,760	4.6
	Non-wage re-opener clause only	4	0.6	201	0.2
	Combination of wage and non- wage re-opener clauses	4	0.6	957	1.2
	Re-opener clause but no reference to subject matter	2	0.3	36	0.1
	TOTAL	640	100.0	81,435	100.0

18.5 JOB EVALUATION PROVISIONS AND UNION PARTICIPATION IN
CLASSIFYING AND RE-CLASSIFYING JOBS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	50.0	2,205	96.0
	Formal job evaluation plan exists	1	25.0	82	3.6
	Ad hoc joint union-management evaluation	1	25.0	9	0.4
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	178	93.2	15,372	96.0
	Formal job evaluation plan exists	2	1.0	43	0.3
	Ad hoc joint union-management evaluation	7	3.7	210	1.3
	Formal joint union-management evaluation	4	2.1	377	2.4
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	22	91.6	6,671	76.4
	Formal job evaluation plan exists	1	4.2	1,236	14.2
	Ad hoc joint union-management evaluation	1	4.2	825	9.4
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	49	90.7	5,266	92.7
	Ad hoc joint union-management evaluation	4	7.4	412	7.2
	Formal joint union-management evaluation	1	1.9	3	0.1
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	299	27.2
	Formal joint union-management evaluation	1	12.5	800	72.8
	TOTAL	8	100.0	1,099	100.0

18.5 JOB EVALUATION PROVISIONS AND UNION PARTICIPATION IN
CLASSIFYING AND RE-CLASSIFYING JOBS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
SERVICE	No provision	285	90.5	20,651	80.7
	Formal job evaluation plan exists	1	0.3	1,593	6.2
	Ad hoc joint union-management evaluation	20	6.3	1,438	5.6
	Formal joint union-management evaluation	9	2.9	1,902	7.4
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	30	73.2	16,704	78.8
	Formal job evaluation plan exists	1	2.4	175	0.8
	Ad hoc joint union-management evaluation	5	12.2	3,149	14.9
	Formal joint union-management evaluation	5	12.2	1,171	5.5
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	575	89.9	67,925	83.4
	Formal job evaluation plan exists	6	0.9	3,129	3.8
	Ad hoc joint union-management evaluation	39	6.1	6,128	7.5
	Formal joint union-management evaluation	20	3.1	4,253	5.2
	TOTAL	640	100.0	81,435	100.0

18.6 COMPENSATION OF UNION OFFICIALS IN NEGOTIATION OF
COLLECTIVE AGREEMENTS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	2	50.0	564	24.6
	Time off with pay	1	25.0	82	3.6
	Not specified if paid or unpaid	1	25.0	1,650	71.9
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	155	81.2	12,842	80.3
	Time off with pay	25	13.1	2,583	16.1
	Not specified if paid or unpaid	1	0.5	60	0.4
	Unpaid leave of absence	9	4.7	477	3.0
	Other	1	0.5	40	0.2
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	17	70.8	4,665	53.4
	Time off with pay	6	25.0	3,827	43.8
	Other	1	4.2	240	2.7
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	33	61.1	2,656	46.8
	Time off with pay	14	25.9	2,833	49.9
	Pay for specific number of hours only	1	1.9	88	1.5
	Unpaid leave of absence	6	11.1	104	1.8
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	3	37.5	94	8.6
	Time off with pay	5	62.5	1,005	91.4
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	91	28.9	7,700	30.1
	Time off with pay	220	69.8	17,723	69.3
	Unpaid leave of absence	4	1.3	161	0.6
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	12	29.3	3,872	18.3
	Time off with pay	28	68.3	17,317	81.7
	Not specified if paid or unpaid	1	2.4	10	0.0
	TOTAL	41	100.0	21,199	100.0

18.6 COMPENSATION OF UNION OFFICIALS IN NEGOTIATION OF
COLLECTIVE AGREEMENTS (CONT'D)

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
ALL INDUSTRIES	No provision	316	49.4	33,235	40.8
	Time off with pay	299	46.7	45,370	55.7
	Pay for specific number of hours only	1	0.2	88	0.1
	Not specified if paid or unpaid	3	0.5	1,720	2.1
	Unpaid leave of absence	19	3.0	742	0.9
	Other	2	0.3	280	0.3
	TOTAL	640	100.0	18,435	100.0

18.7 MOONLIGHTING

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	166	86.9	14,429	90.2
	Prohibited	18	9.4	1,364	8.5
	Permitted, but with restrictions	7	3.7	209	1.3
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	20	83.3	5,765	66.0
	Prohibited	2	8.3	46	0.5
	Permitted, but with restrictions	2	8.3	2,921	33.5
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	54	100.0	5,681	100.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	310	98.4	24,259	94.8
	Prohibited	3	1.0	141	0.6
	Permitted, but with restrictions	2	0.6	1,184	4.6
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	38	92.7	20,954	98.8
	Permitted	1	2.4	18	0.1
	Prohibited	1	2.4	175	0.8
	Permitted, but with restrictions	1	2.4	52	0.2
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	602	94.1	74,925	92.1
	Permitted	1	0.2	18	0.0
	Prohibited	25	3.9	2,076	2.5
	Permitted, but with restrictions	12	1.9	4,366	5.4
	TOTAL	640	100.0	81,435	100.0

18.8 PROFIT-SHARING PLAN

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	191	100.0	16,002	100.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	23	95.8	8,729	100.0
	Provision exists	1	4.2	3	0.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	54	100.0	5,681	100.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	315	100.0	25,584	100.0
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	41	100.0	21,199	100.0
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	639	99.8	81,432	100.0
	Provision exists	1	0.2	3	0.0
	TOTAL	640	100.0	81,435	100.0

18.9 SEXUAL HARASSMENT

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	186	97.4	15,265	95.4
	Provision exists	5	2.6	737	4.6
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	24	100.0	8,732	100.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	42	77.8	1,899	33.4
	Provision exists	12	22.2	3,782	66.6
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	5	62.5	181	16.5
	Provision exists	3	37.5	918	83.5
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	265	84.1	20,100	78.6
	Provision exists	50	15.9	5,484	21.4
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	31	75.6	7,049	33.3
	Provision exists	10	24.4	14,150	66.7
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	560	87.5	56,364	69.2
	Provision exists	80	12.5	25,071	30.8
	TOTAL	640	100.0	81,435	100.0

18.10 INTEREST PAID ON RETROACTIVE PAY

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	191	100.0	16,002	100.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	24	100.0	8,732	100.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	53	98.1	5,586	98.3
	Provision exists	1	1.9	95	1.7
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	315	100.0	25,584	100.0
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	40	97.6	21,149	99.8
	Provision exists	1	2.4	50	0.2
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	638	99.7	81,290	99.8
	Provision exists	2	0.3	145	0.2
	TOTAL	640	100.0	81,435	100.0

18.11 VIDEO DISPLAY TERMINALS - ENTITLEMENT TO EYE EXAMINATION

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	190	99.5	15,978	99.9
	Provision exists	1	0.5	24	0.1
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	24	100.0	8,732	100.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	54	100.0	5,681	100.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	1,023	93.1
	Provision exists	1	12.5	76	6.9
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	315	100.0	25,584	100.0
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	32	78.0	7,064	33.3
	Provision exists	9	22.0	14,135	66.7
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	629	98.3	67,200	82.5
	Provision exists	11	1.7	14,235	17.5
	TOTAL	640	100.0	81,435	100.0

18.12 VIDEO DISPLAY TERMINALS - RIGHT TO ALTERNATIVE WORK
FOR PREGNANT OPERATORS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	185	96.9	15,647	97.8
	Provision exists	6	3.1	355	2.2
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	24	100.0	8,732	100.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	54	100.0	5,681	100.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	1,023	93.1
	Provision exists	1	12.5	76	6.9
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	314	99.7	23,991	93.8
	Provision exists	1	0.3	1,593	6.2
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	31	75.6	7,021	33.1
	Provision exists	10	24.4	14,178	66.9
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	622	97.2	65,233	80.1
	Provision exists	18	2.8	16,202	19.9
	TOTAL	640	100.0	81,435	100.0

18.13 VIDEO DISPLAY TERMINALS - PERIOD OF ALTERNATIVE WORK

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	191	100.0	16,002	100.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	24	100.0	8,732	100.0
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	54	100.0	5,681	100.0
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	1,023	93.1
	10 minutes after 2 hours continuous operation	1	12.5	76	6.9
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	315	100.0	25,584	100.0
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	32	78.0	7,064	33.3
	10 minutes after 2 hours continuous operation	9	22.0	14,135	66.7
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	630	98.4	67,224	82.5
	10 minutes after 2 hours continuous operation	10	1.6	14,211	17.5
	TOTAL	640	100.0	81,435	100.0

18.14 LEGAL INSURANCE

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	191	100.0	16,002	100.0
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	22	91.7	8,622	98.7
	Provision exists	2	8.3	110	1.3
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	53	98.1	5,321	93.7
	Provision exists	1	1.9	360	6.3
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	8	100.0	1,099	100.0
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	308	97.8	25,168	98.4
	Provision exists	7	2.2	416	1.6
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	19	46.3	489	2.3
	Provision exists	22	53.7	20,710	97.7
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	608	95.0	59,839	73.5
	Provision exists	32	5.0	21,596	26.5
	TOTAL	640	100.0	81,435	100.0

18.15 PART-TIME EMPLOYEES - PRO-RATING OF BENEFITS

INDUSTRY		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
MINING	No provision	4	100.0	2,296	100.0
	TOTAL	4	100.0	2,296	100.0
MANUFACTURING	No provision	185	96.9	15,872	99.2
	Provision exists	6	3.1	130	0.8
	TOTAL	191	100.0	16,002	100.0
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	No provision	20	83.3	4,562	52.2
	Provision exists	4	16.7	4,170	47.8
	TOTAL	24	100.0	8,732	100.0
TRADE	No provision	27	50.0	1,360	23.9
	Provision exists	27	50.0	4,321	76.1
	TOTAL	54	100.0	5,681	100.0
FINANCE, INSURANCE AND REAL ESTATE	No provision	7	87.5	1,057	96.2
	Provision exists	1	12.5	42	3.8
	TOTAL	8	100.0	1,099	100.0
SERVICE	No provision	81	25.7	5,756	22.5
	Provision exists	234	74.3	19,828	77.5
	TOTAL	315	100.0	25,584	100.0
PUBLIC ADMINISTRATION	No provision	23	56.1	3,761	17.7
	Provision exists	18	43.9	17,438	82.3
	TOTAL	41	100.0	21,199	100.0
ALL INDUSTRIES	No provision	350	54.7	35,506	43.6
	Provision exists	290	45.3	45,929	56.4
	TOTAL	640	100.0	81,435	100.0

